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EXECUTIVE SELECTION: A METHOD FOR IDENTIFYING THE POTENTIAL EXECUTIVE

Howard Wayne Rowe

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THESIS

Executive Selection: A Method For Identifying The Potential Executive

by

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James Craig Rudeen
John Michael Wenke

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This research effort continues the investigation started by Leshko and Vosseteig (1975) in the utilization of situational stimuli to identify and measure executive capacity. Expanded hypothesis testing relating to the executive capacity indicators isolated by Leshko and Vosseteig was conducted. The data base was comprised of sample populations of executives from the private and public sectors, and middle managers from the public sector. These populations were compared with one another, and then compared individually, and collectively, with the executive success criteria described in management

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EXECUTIVE SELECTION:
A METHOD FOR
IDENTIFYING THE POTENTIAL EXECUTIVE

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I. INTRODUCTION

A company's future success depends to a great extent on management's ability to identify, select, and develop individuals who have high potential for becoming successful future executives (Flory, 1971). Identification of executive capacity early in an employee's career is desirable to provide adequate lead time for thorough development and appraisal, at the lowest possible investment, before selection for executive responsibilities must be made.

Research has been conducted which utilized situational stimuli (See APPENDIX A) in the form of a questionnaire in an attempt to identify executive capacity indicators (Leshko and Vosseteig, 1975, Freeman and Motta, 1975, and Blake and Moulton, 1969).

The authors are of the opinion that situational stimuli in the form of a suitable questionnaire can be utilized to identify potential executive capacity, and that attempts should be made to develop suitable instruments to do so.

This thesis continues the investigation of capacity indicators compiled and studied by Leshko and Vosseteig (1975). Additional capacity indicators were identified, an expanded instrument utilizing situational stimuli was developed and administered to three executive populations, and responses to the instrument were analyzed.

A. BACKGROUND

A review of management literature caused the authors to believe that identification of potential executives at an early stage can result in extensive benefits to an organization, including:

1. Recognition of the pool of talent from which future executives will be drawn.

2. A greater return on investment in personnel development programs.

3. A means for planning selective promotion of management personnel to executive positions commensurate with their individual capacity.

4. A longer period of time for development of executives by means of formal and on-the-job training.

5. Thorough appraisal to avoid the..."Peter Principle - In a heirarchy every employee tends to rise to his maximum level of incompetence," (Peter and Hull, 1969).

6. Reduced loss of high-potential employees to competing employers.

7. Improved motivation of potential executives.

8. Better long-term managerial performance.

A major difficulty in identifying potential executives is the lack of discriminating indicators of executive success. Research of managerial literature and discussions with senior executives indicates that multiple selection criteria are normally used to predict managerial potential. No specific personality type, leadership style, psychometric prediction, or mixture of knowledge, skill and experience has been proven to be conclusive in identifying executive capability.

> "It does little good to say that the manager must have patience, be a skillful persuader, and learn his way around an organization that bears little resemblance to the chart that has been drawn up to represent it. Rather, we need some objective conceptual means of describing these types of managerial positions in terms that have substance and more operationality than 'the ability to get along with people'," (Sayles, 1964, p. 45).

B. OBJECTIVES

The basic objective of this thesis is to provide a means for early identification of potential executive talent. Secondary objectives include:

1. Determination of appropriate executive capacity indicators.

2. Validation of selected capacity indicators as a means of measuring executive characteristics.

3. Development of an appropriate instrument for use in identification of individuals with high potential as future executives.

C. SCOPE

This thesis provides details of an investigation which utilized a questionnaire based on situational stimuli to evaluate response patterns of successful executives in top management within industry, and in top and middle management within the federal civilian service sector of the government. Comparison of response patterns between the various populations is provided and executive capacity indicators are defined.

Leshko and Vosseteig (1975) provided the basis for this thesis in their work which isolated specific executive capacity indicators and evaluated their validity by means of a test instrument which was administered to successful executives. They demonstrated the feasibility of using situational stimuli as a means to assess executive capacity indicators. They tested nine indicators by administering their test instrument to two populations, senior civil service and industrial executives. They developed a new technique for executive capacity measurement.

The authors considered that the Leshko and Vosseteig work made a valuable contribution to the identification of potential executives, and utilized the situational stimuli approach to measure five additional capacity indicators: Reaction to conflict, ability under stress, desire for power, courage to commit resources, and intuition. These indicators, combined with the nine previously tested, provided a broader, more complete baseline for describing what executives do. Recommendations on the scope of future research are provided.

D. BASIC HYPOTHESES

This thesis was based on the following hypotheses:

1. Relevant executive capacity indicators can be identified.
2. Executive capacity indicators can be measured by responses to situational stimuli.
3. A questionnaire can be developed which will validate selected capacity indicators.
4. Top management decision alternatives cannot be predicted by existing literature.
5. Middle and lower management decision alternatives can be predicted by existing literaure.
6. Senior executives in private and public sectors respond similarly to situational stimuli.
7. Response patterns of executives can be used as a baseline in evaluating potential executives.

Leshko and Vosseteig (1975) provided findings that support hypothesis 4 for combined responses from executives in the private and public sectors. Tests were not performed on the separate populations. They rejected hypothesis 6 noting differences in responses, but did not elaborate on the reasons for the differences. In addition, they provided some evidence to support hypotheses 1, 2, 3, and 7, acknowledging that their data base was statistically insufficient for testing.

The authors' plan was to continue to investigate all the above hypotheses, with primary emphasis placed on hypotheses 4, 5, and 6.

II. METHODOLOGY

The basic procedural method utilized in this study consists of the following:

1. Literature Investigation - ascertain the contributions of others on the subject of identification of executive traits and characteristics.

2. Selection of Capacity Indicators - determine the executive capacity indicators to be evaluated.

3. Development of the Expanded Test Instrument - develop questions based on situational stimuli to evaluate executive capacity indicators.

4. Administration of Test Instrument - administer test instrument to selected populations in the public and private sectors.

5. Data Analysis - analyze response data to test hypotheses.

III. LITERATURE INVESTIGATION

Current management literature makes frequent reference to the use of expensive assessment centers (Byham and Patterson, 1970), along with various psychological and other related appraisal methods for identification and development of potential executives. While the merit of these techniques is not disputed, the authors opine that an inexpensive situational analysis approach can be utilized as an adjunctive tool in the identification of individuals with executive potential. Accordingly, attention in this thesis is directed toward furtherance of this approach.

An extensive search of managment literature supports the completeness of an existing list of trait indicators (Leshko and Vosseteig, 1975, p. 21).

IV. SELECTION OF CAPACITY INDICATORS

The authors conferred with experts in the field of management to verify the need, and the approach to be taken, in further research into the use of situational stimuli as a means for identification of potential executives. Primary conferees consisted of: Professor J. W. Creighton, Naval Postgraduate School, Monterey (NPS); Professor J. Jolly, NPS; Professor [illegible]. Laner, University of California, Berkeley; Professor J. Kiley, NPS; Capt. E. W. Melvin, USN; Cmdr. T. J. Leshko, USN; and Lt. C. E. Vosseteig, USN. There was general consensus that further research should prove rewarding and beneficial in the continuing search for effective methods in the identification of executive potential. This approach was further substantiated by members of the Naval Aviation Executive Institute sponsored Executive Management Program at the School.

The authors compiled a list of capacity indicators which were tested by Leshko and Vosseteig (1975) utilizing the situational analysis method, and a list which were not tested. These are shown in Table 1.

TABLE 1

LIST OF CAPACITY INDICATORS[1]

PREVIOUSLY TESTED	NOT PREVIOUSLY TESTED
Decision-Making Capability	Planning Capability
Communicative Ability	Leadership Ability
Innovativeness	Upward Mobility
Ability to Manage Time	Personality
Psyche/Ego/Status	Intelligence
Health	Courage to Commit Resources
Rewarding Family Life	Ability Under Stress
Job Security	Reaction to Conflict
Mobility	Desire for Power
	Intuition

[1] Traits and characteristics of executives as described in management literature have been grouped together as capacity indicators. Previously tested indicators were examined by Leshko and Vosseteig (1975). Explanation of untested indicators is given in the text which follows.

Several of the previously untested indicators shown in Table 1 were eliminated for the following reasons:

Planning ability was considered to be acquired during the normal development of an executive and not necessarily inherent in the individual; therefore, it was not considered to be measurable utilizing the situational analysis method. In addition, "Nobody has found important patterns in the way managers schedule their time," (Mintzberg, 1975, p. 51).

Leadership ability was eliminated from consideration due to extensive testing of this trait by other methods. It did not appear suitable for measurement by situational analysis since "there are no provable generalizations about leadership," (Bennis, 1975, p. 34).

Upward mobility was not included since most executives, as such, are at the top of their professions or business; thus have displayed this in their ascendancy. No suitable means for testing upward mobility using situational stimuli was identified.

The personality and intelligence indicators were not considered conducive to measurement by questionnaire.

Thus, out of the capacity indicators not previously tested by Leshko and Vosseteig, only those listed in Table 2 were considered for future investigation (in addition to those listed as previously tested in Table 1) in this thesis.

TABLE 2

CAPACITY INDICATORS INVESTIGATED[1]
Ability Under Stress
Reaction to Conflict
Desire for Power
Intuition
Courage to Commit Resources

[1] These five capacity indicators (specific executive success criteria) were determined suitable for testing utilizing situational stimuli. Management literature investigation, to isolate appropriate stimuli, was accomplished.

V. DEVELOPMENT OF EXPANDED TEST INSTRUMENT

A test instrument was developed to measure executive capacity indicators utilizing the situational stimuli response method. The complete instrument is included within APPENDIX C.

Sections I and II of the instrument were taken verbatim from the instrument developed by Leshko and Vosseteig (1975), to permit utilization of primary data already gathered, and to preclude introduction of changes in the instrument which could invalidate these data. These sections measure the capacity indicators previously tested by Leshko and Vosseteig (1975, p. 44) (See Table 1).

A. BASIS FOR QUESTION DEVELOPMENT

The questions in all sections of the test instrument were designed to test how an individual would respond to situational stimuli; and, as such, are indicators of capacity. Sections I and II (Questions 1-49) of the test instrument were developed by Leshko and Vosseteig (1975). The questions and the basis for their development are provided in APPENDIX B. Section III (Questions 50-67) was based upon the authors' interpretation of management literature. Following are the questions, grouped together by capacity indicators (Table 2) for ease in referencing:

1. Ability Under Stress

Questions 50, 55 and 59 in the instrument were designed to display an individual's ability to make decisions under stressful conditions characterized by personal strain, tension or pressure in varying intensities. These questions are based on the assumption that successful executives openly deal with stress (Levinson, 1970; Batten, 1963), have developed means of working under pressure (Uris, 1957, p. 278; Albers, 1969) and do not resist organizationally desired change; are very calm and stable amidst stress (Flory, 1971; Levinson, 1970, p. 272).

Question 50 - *You have decided to terminate a company executive who is a personal friend. Which best describes what you would do?*

a. Discuss the matter with him over the telephone.

b. Delegate the act of termination to someone else.

c. Delay notification until an opportune time.

d. Write a memo specifying the termination and its reasons.

e. Discuss the matter with him directly.

Question 55 - *Indicate the one best description of your actions while working under tight time constraints for a considerable period.*

a. You delegate part of your tasks.

b. You continually seek additional tasks to be performed.

c. You set aside part of the work for another time.

d. You set up a priority for the tasks, then follow the priority.

e. You are still open to ideas for additional tasks.

Question 59 - *You and several others have been competing for the Chief Executive Office (CEO) position, which you confidently expected to receive and highly desire. You were just informed that a young "tiger" has been selected for the position, and you consider him to be less competent than you. You have received a memo from the retiring CEO to bring the new CEO up to speed. What would you do?*

a. Resign.

b. Give token conformance and let the new CEO meet the challenge on his own.

c. Accept the assignment.

d. Take time off to think about the situation.

e. Accept the assignment, while looking for a position in another company.

2. Reaction to Conflict

Questions 51, 52 and 58 in the instrument were designed to show an individual's ability to handle conflict situations.

These questions are based on the assumption that executives know their strengths and weaknesses, feel strongly about role ambiguity (Cribbin, 1972, p. 217; Levinson, 1970), maintain control of conflict situations (Flory, 1971; Batten, 1963); and when forced to choose between competing alternatives in a conflict situation, often involuntarily use direct authority to resolve the conflict (Mintzberg, 1975; Dailey, 1971).

Question 51 - *Select the one situation which causes you the most conflict.*

a. Your family accuses you of being married to your job, and demands more time with you.
b. You have been directed to reorganize your activity to a mode you objected to in the past.
c. Your company expects you to violate your personal ethics.
d. Your subordinate directly countermands your directions, however, his actions have lead to increased productivity.
e. You have a difference of opinion with your board of directors on the goals and objectives of the organization you head.

Question 52 - *Your advisory board of ten members disagrees with you on an issue in which you strongly believe. What is the highest level of opposition you would tolerate before yielding to board advice?*

	FOR		AGAINST
a.	0	-	10
b.	2	-	8
c.	3	-	7
d.	4	-	6
e.	5	-	5

Question 58 - *It has been brought to your attention that two of your key people had a fight. The conflict continues to adversely affect the performance of their departments. What would you do?*

a. Attempt to resolve the issue with each individual separately.

b. Do not get involved; let them resolve the issue themselves.

c. Call a conference to identify issues and resolve differences.

d. Direct them to drop the issue and get on with business.

e. Listen to the case, make judgment, and take appropriate action.

3. Desire for Power

Questions 60 and 62-67 in the instrument were designed to display an individual's desire for power. The respondents were requested to select the answer that best describes what they would do. These questions were developed to evaluate the respondents use of power in the decision-making process. They were based on unpublished materials presented by Professor C. B. Derr of NPS as part of a course in Organizational Behavior. The literature indicates that the desire for power becomes increasingly important with increasing success; but is used less consciously at the top of the organizational hierarchy (England and Weber, 1972, p. 16; Leavitt, 1958, p. 153).

Question 61 is used solely as a device to prevent the respondee from detecting a pattern in answering which might bias the results. Thus, it is a null or unmeasured question.

Question 60 - a. I feel that accepted plans should generally represent the ideas of my subordinates.

OR

b. I expect subordinates to carry out plans I have prepared.

Question 61 - a. I am not so concerned with establishing close personal relationships as in getting subordinates to follow my example.

OR

b. I develop a close personal relationship with subordinates because I believe this marks out a good manager.

Question 62 - a. I believe that firm discipline is important to keep the work moving.

OR

b. I think that disciplining employees does more harm than good.

Question 63 - a. I am constantly concerned with high standards of performance and encourage subordinates to reach these standards.

OR

b. When a subordinate fails to perform I let him know of the failure in a firm and reasoned manner.

Question 64 - a. I think that subordinates should be able to overcome difficulties in the way to achievement themselves.

OR

b. When alternatives are described to me I am not long in indicating the course of action I prefer.

Question 65 - a. When I make a decision, I take the additional step of persuading my subordinates to accept it.

OR

b. I believe that subordinates should not be too discouraged by setbacks in the job, but rather should be able to clear blockages themselves.

Question 66 - a. In the long run, I will fire a man I consider to be unmanageable.

OR

b. I discourage arguments which upset the harmony amongst subordinates.

Question 67 - a. I reward good work and feel that punishment for non-performance has limited use.

OR

b. When I discipline a subordinate I am definite in letting him know what he has done wrong.

4. Intuition

Question 56 in the instrument was designed to point out an individual's capacity for making decisions intuitively. It is based on the hypothesis that executives often make decisions intuitively (Jones, 1962, p. 51; Mintzberg, 1975, p. 53).

Question 56 - *How frequently do you feel you have been right when faced with making decisions which are not backed with factual material?*

a. Less than 50% of the time.
b. 50 - 60% of the time.
c. 60 - 70% of the time.
d. 70 - 80% of the time.
e. Greater than 80% of the time.

5. Courage to Commit Resources

Questions 53, 54 and 57 in the instrument were designed to show an individual's ability or courage in committing resources under varying degrees of risk or uncertainty. These questions are based on the hypothesis that executives are willing to make decisions under risk or uncertainty and live with the results (Albers, 1969; Flory, 1971), are ready and willing to take risks to achieve organizationally-valued goals (England and Weber, 1972, p. 36), and welcome change and make many authorization decisions on an ad hoc basis (Mintzberg, 1975, p. 58; Daily, 1971).

Question 53 - *Assume that for some reason a very close friend is forced to find another job. Some of the companies he has contacted are new and although their future success is uncertain, they offer potential salaries above that which he is now receiving. Indicate which company you would advise your friend to join.*

CHANCES FOR COMPANY SUCCESS	PROSPECTIVE SALARY INCREASE
a. 2 in 10	200%
b. 4 in 10	100%
c. 6 in 10	50%
d. 8 in 10	25%
e. Survival Guaranteed	0%

Question 54 - *Your company has grown significantly in the past two years, and is now at capacity. You are considering expansion into a revolutionary new product line. The potential for a substantial return on investment is high if you enter now but will diminish rapidly if you delay. What would you do?*

a. Do more research before making a decision.
b. Limit expansion to current product line.
c. Pursue it no further.
d. Invest in new product line.
e. Seek expansion through merger.

Question 57 - *You manage a medium sized construction firm and recently learned of a new building material which is used extensively in Europe but has never been adopted in the United States. The building material appears to have several advantages in terms of substantial cost reduction, superior insulation qualities, and relative ease in construction as compared to its counterpart in the United States. After a thorough investigation, one of your engineers obtained* ***extensive*** *and reliable information on the characteristics, costs, and advantages of the new material. Further, your company could easily obtain* *exclusive manufacturing rights for use in the United States. Indicate which of the following would best describe your approach to the building material.*

a. Utilize the new idea in the firm's next major building project so as to take advantage of the substantial cost savings.

b. Use the building material in one of the firm's small, local building projects so as to test its acceptance.

c. Construct a non-commercial prototype.

d. Engage the services of an independent consultant.

e. Wait until the building material has received considerable commercial application in the United States.

B. INSTRUMENT PRE-TEST

Section III of the test instrument was admininstered to graduate students in the School's Master of Science in Management program to verify that the questions were appropriate, understandable, unambiguous, unbiased and provided meaningful information.

C. EXPECTED VALUES FROM LITERATURE

Each question of Section III of the test instrument was evaluated by the authors to establish the response percentage expected for each answer. The expected responses, based upon the authors' interpretation of the literature, are shown in APPENDIX F, Table F-5.

VI. ADMINISTRATION OF TEST INSTRUMENT

A. DEFINING POPULATIONS

1. Two of the three populations selected for obtaining primary data were the previous public and private executive populations selected by Leshko and Vosseteig. They selected respondents for the private executive population from the 500 largest corporations in the United States. They selected respondents for the public executive population from "Super Grade" civil servants (GS 16-18) in the Federal Government which were considered to be comparable to the private executive population in areas of control of assets and decision-making impact (Leshko and Vosseteig, 1975, p. 39).

2. The third population selected for obtaining primary data was the Naval Aviation Executive Institute (NAEI) mid-level managers (GS-13 to GS-15).

Major considerations for utilizing these sample populations were that the Leshko and Vosseteig primary data could be used for expanded research into executive responses. The NAEI population provided an opportunity for comparison of public middle-management responses with those of the executive populations.

B. SAMPLING PROCEDURES

The authors used Leshko and Vosseteig's (1975) mailing list of selected executives to obtain the executive sample populations from the private and public sectors. Leshko and Vosseteig randomly selected their sample populations using a "FORBES 500" list in conjunction with a "Standard and Poor's" list for the private executives, and a "Federal Government" list for the public executives. The authors' and Leshko and Vosseteig's executive sample population are identical except for the authors elimination of elements identified as deceased.

The middle-management sample (GS-13, 14, and 15) was selected from the NAEI civilian population using a stratified random sampling technique.

The total sample population consisted of 680 elements with the following composition:

1. 294 executives from FORBES 500
2. 86 executives from the federal government
3. 300 NAEI middle-managers:
    - 100 GS-15
    - 100 GS-14
    - 100 GS-13

C. SURVEY METHOD

Cover letters of introduction and questionnaires were mailed to each element of the sample populations to obtain primary data. (See APPENDIX C).

VII. DATA ANALYSIS

A. RESPONSES

Valid responses were received from 212 individuals prior to the previously established cut-off date of July 18, 1976. The composition of valid responses was as follows:

Sample Category	Responses	Percent of Sample
FORBES 500 Executives	57	19
Government Executives	32	37
NAEI Managers	123	41

Thirty-three additional questionnaires were returned unanswered, of which 28 were undeliverable while five indicated the addressee had either died or retired.

B. AUTOMATIC DATA PROCESSING PREPARATION AND UTILIZATION

The response data was transferred to 80-column ADP cards in order to allow computer processing of the data received. Two data cards were generated for each completed instrument. The format of these data cards, and the instructions for keypunching are contained in APPENDIX D.

The data were processed using the Statistical Package for Social Sciences (SPSS) software on the University of California, Berkeley CDC 7600 computer.

C. ANALYSIS RESULTS

Primary objectives of the analysis were to test the following hypotheses:

Hypothesis 4: Top management decision alternatives cannot be predicted by existing literature.

Hypothesis 5: Middle and Lower Management decision alternatives can be predicted by existing literature.

Hypothesis 6: Senior executives in private and public sectors respond similarly to situational stimuli.

The basic analysis approach was to segregate the population responses into meaningful sub-populations, and conduct statistical hypothesis testing within each sub-population and the entire population. Hypothesis testing was to be accomplished on each question within the test instrument as well as on aggregate question data corresponding to each capacity indicator to be measured.

Hypothesis testing was accomplished through the use of the non-parametric "Chi-Square" (χ^2) test and the parametric 't' test where appropriate. The test criteria were to provide 95% confidence in the results.

The population of responses were segregated into three sub-populations as follows:

Population A = EXEC = Senior executives of private industry

Population B = SUPER = Senior (GS-18, 17, 16) civil service executives

Population C = GS-15, 14, 13 = NAEI civil service mid-level managers

Hypothesis 4, "Basis for Top Management decision alternatives cannot be predicted by existing literature," and 5, "Middle and Lower Management decision alternatives can be predicted by existing literature," were tested by comparing the responses of each sub-population and the entire sample population, with the expected responses based upon the literature. APPENDIX F displays the expected responses and the results of this comparison for each of the appropriate questions. The questions, responses, and tests were grouped by capacity indicator to provide more meaningful results. These data are displayed in Table 3.

When the responses for the entire sample are compared with the Literature Expected (LE) responses, none of the original indicators show a significantly similar answer to that expected from the literature. However, when the population is segregated, some similarity is shown in two indicators, health and family relationships.

TABLE 3

COMPARISON OF CAPACITY INDICATORS TO MANAGEMENT LITERATURE BY POPULATION[1]

CAPACITY INDICATORS	ALL				EXEC				SUPER				GS 15/14/13			
	χ^2	DF	$\chi^2_{.95}$	DIFF	χ^2	DF	$\chi^2_{.95}$	DIFF	χ^2	DF	$\chi^2_{.95}$	DIFF	χ^2	DF	$\chi^2_{.95}$	DIFF
(ORIGINAL INDICATORS)																
Decision-Making Capability	699.86	18	28.90	Yes	327.18	17	27.60	Yes	118.87	13	22.40	Yes	271.27	18	28.90	Yes
Innovativeness	733.61	19	30.10	Yes	233.14	15	25.00	Yes	137.76	13	22.40	Yes	387.23	15	25.00	Yes
Ability to Manage Time	701.33	10	18.30	Yes	113.36	8	15.50	Yes	71.91	5	11.10	Yes	258.01	8	15.50	Yes
Communicative Ability	556.63	17	27.60	Yes	94.35	13	22.40	Yes	108.27	12	21.00	Yes	609.15	16	26.30	Yes
Mobility	113.83	4	9.49	Yes	14.49	4	9.49	Yes	40.86	3	7.81	Yes	79.77	4	9.49	Yes
Psyche, Ego, Status	126.36	8	15.50	Yes	86.56	5	11.10	Yes	16.55	4	9.49	Yes	39.76	6	12.60	Yes
Health	30.00	4	9.49	Yes	10.55	4	9.49	Yes	6.94	3	7.81	No	2.83	3	7.81	No
Job Security	93.05	4	9.49	Yes	28.59	4	9.49	Yes	20.55	3	7.81	Yes	54.01	3	7.81	Yes
Rewarding Family and Social Life	11.52	4	9.49	Yes	8.22	4	9.49	No	4.92	3	7.81	No	8.14	4	9.49	No
MISC/Biographical																
(NEW INDICATORS)																
Ability Under Stress	487.69	11	19.70	Yes	118.52	8	15.50	Yes	71.75	7	14.10	Yes	302.32	9	16.90	Yes
Reaction to Conflict	438.34	10	18.30	Yes	125.05	7	14.10	Yes	30.90	6	12.60	Yes	256.01	9	16.90	Yes
Courage to Commit Resources	221.78	10	18.30	Yes	69.66	8	15.50	Yes	12.12	4	9.49	Yes	113.96	8	15.50	Yes
Intuition	43.78	4	9.49	Yes	18.62	2	5.99	Yes	.09	2	5.99	No	32.75	3	7.81	Yes
Desire for Power	255.21	2	5.99	Yes	22.26	1	3.84	Yes	23.12	1	3.84	Yes	244.92	7	14.10	Yes

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[1] This table displays the results of the comparison of the responses within each population to those responses based upon management literature. The test used was Chi-Square (χ^2) with a confidence level of 95%. The table shows the χ^2 critical value at 95% confidence ($\chi^2_{.95}$) and whether the test show the responses were different (DIFF).

For the newly developed indicators, the entire sample population has no indicators which show similar responses to those expected by the literature. When the sub-populations are compared with the literature estimates, only one indicator shows a similarity, that being intuition and only within the population "Super."

To test hypothesis 6, "Senior executives in private and public sectors respond similary to situational stimuli," the responses to each question were compared statistically between each of the sub-populations. The results of this test can be seen in APPENDIX F. To make the comparison more meaningful, the questions were grouped into classes representing the capacity indicators they were intended to measure. The results of the comparison are shown in Table 4.

Of the original indicators, the EXEC population differs significantly from both the Super and GS-15-14-13 population in all but health, job security, and family; and with respect to GS-15-14-13 alone, are similar in only health. It is interesting to note that this compares favorably with the previous results of Leshko and Vosseteig. Of significant note, however, is the fact that the Super and GS-15-14-13 populations differ only in communication, mobility, and psyche/status. The latter two indicator results might be explained by differences in age and location in organization.

Of the newly added capacity indicators, only one shows a significant difference between the population sub-groups; that being conflict for the EXEC-SUPER comparison.

TABLE 4

COMPARISON OF CAPACITY INDICATOR RESPONSE BY POPULATION[1]

CAPACITY	EXEC/SUPER				EXEC/GS 15,14,13				GS 15,14,13			
INDICATOR	χ^2	DF	$\chi^2_{.95}$	DIFF	χ^2	DF	$\chi^2_{.95}$	DIFF	χ^2	DF	$\chi^2_{.95}$	DIFF
(ORIGINAL INDICATORS)												
Decision-Making Capability	42.93	20	31.40	Yes	67.85	20	31.40	Yes	25.48	20	31.40	No
Innovativeness	35.77	20	31.40	Yes	65.99	20	31.40	Yes	19.01	19	30.10	No
Ability to Manage Time	25.31	11	19.70	Yes	38.48	11	19.70	Yes	5.64	11	19.70	No
Communicative Ability	42.26	19	30.10	Yes	133.72	19	30.10	Yes	33.91	19	30.10	Yes
Mobility	157.81	108	132.90	Yes	232.95	116	141.80	Yes	151.22	96	119.60	Yes
Psyche, Ego, Status	199.78	26	38.90	Yes	275.22	25	37.70	Yes	50.19	18	28.90	Yes
Health	1.93	4	9.49	No	2.66	4	9.49	No	1.98	3	7.81	No
Job Security	9.13	4	9.49	No	20.51	4	9.49	Yes	3.19	3	7.81	No
Rewarding Family and Social Life	13.72	9	16.90	No	20.75	9	16.90	Yes	16.99	10	18.30	No
Misc/Biographical	263.98	156	185.90	Yes	358.20	174	205.50	Yes	276.60	157	187.00	Yes
(NEW INDICATORS)												
Ability Under Stress	12.27	7	14.10	No	16.55	11	19.70	No	8.71	9	16.90	No
Reaction to Conflict	22.18	10	18.30	Yes	16.38	12	21.00	No	15.87	12	21.00	No
Courage to Commit Resources	8.30	11	19.70	No	19.39	12	21.00	No	15.37	11	19.70	No
Intuition	8.59	4	9.49	No	4.16	4	9.49	No	7.32	4	9.49	No
Desire for Power	4.11	2	5.99	No	4.60	2	5.99	No	.06	2	5.99	No

[1] This table displays the results of comparison of responses of one population with that of another to determine if responses differ. The test used was Chi-Square with a significance level of 95%. The table shows the raw Chi-Square value (χ^2), the degrees of freedom (DF), the critical value at 95% confidence ($\chi^2_{.95}$) and whether or not the responses were different (DIFF).

Summary of Analysis Results

a. Executives in both the private and government sectors tend not to respond to stimuli in the manner predicted by the literature. Therefore, hypothesis 4, "Basis for Top Management decision alternatives cannot be predicted by existing literature," is accepted; whereas hypothesis 5, "Middle and Lower Management decision alternatives can be predicted by existing literature," is rejected.

b. Executives in the private and public sector respond differently to some questions designed to evaluate capacity indicators, thus hypothesis 6, "Senior executives in private and public sectors respond similarly to situational stimuli," is rejected for those indicators in which they differ.

c. Executives in the government, at the top and mid-level, tend to respond similarly to questions designed to evaluate capacity indicators.

d. The questionnaire does, in fact, provide some degree of differentiation between populations as described by a, b, and c above.

e. Because the literature cannot be used to score the questionnaire for use as a selection document (a above), another scoring system must be developed. It is reasonable to use the actual responses of the executives as that scoring base. This would tend to support hypothesis 7, "Response patterns of executives can be used as a baseline in evaluating potential executives."

VIII. CONCLUSIONS

The analysis of responses gathered by this study show that:

1. Questions can be developed using situational stimuli to identify capacity indicators:

    a. Reaction to conflict.

    b. Ability under stress.

    c. Desire for power.

    d. Courage to commit resources

    e. Intuition.

2. Executives in private industry respond differently than do executives in civil service for some capacity indicators and not others. Therefore, hypothesis 6 is rejected.

3. Civil service executives (SUPER) and middle managers (GS 15-14-13) respond to situational stimuli in a similar manner.

4. Management literature cannot be relied upon to predict how public and private executives, as well as mid-level managers, will respond; therefore, hypothesis 4 is accepted and hypothesis 5 is rejected.

5. The use of the responses of the executives as a basis for a scoring system for the questionnaire appears to be valid, thus supporting hypothesis 7. However, final acceptance or rejection of this hypothesis must be delayed until further study is accomplished using this scoring system.

IX. RECOMMENDATIONS FOR FURTHER STUDY

The results of this study indicate that situational stimuli in the form of a questionnaire can be utilized to identify potential executives. While the data were very encouraging, the study is also incomplete. The authors recommend the following be considered for further research:

1. Finalize the development of the questionnaire scoring system utilizing the executive responses as a base and further test the questionnaire and scoring system on other populations.
2. Use the new data to revise the instrument and re-test.
3. Compare the results from the revised instrument with those from other identification procedures; i.e., assessment centers, interview, etc.

APPENDIX A

Definition of Key Terms

The appendix contains twelve key terms of which six: success, trait, indicator, capacity, management and situational response were previously defined by Leshko and Vosseteig (1975); and are still applicable in this study. Six key terms unique to this study consist of: conflict, power, stress, intuition and courage to commit resources.

APPENDIX A

Definition of Key Terms

Success - highest position attainable within hierarchy of organization, or salary renumeration well above the average. A favorable or satisfactory outcome or result. The gaining of wealth, fame, rank, etc. (Webster, 1960). The measure of success is definitely open to question, but salary level appears to be the most significantly considered factor, seconded by expenditure authorization and to a much lower weight level of supervision (Leshko and Vosseteig, 1975, p. 56).

Trait - a distinguishing quality or characteristic, especially of personality (Webster, 1960).

Indicator - to be or give a sign or token of; signify; betoken, intimate (Webster, 1960).

Capacity - the ability to contain, absorb, or receive and hold (Webster, 1960).

Management - term used to mean both an area of knowledge and people making up the profession (Uris, 1962).

Situational Stimuli - a specific set of social or interpersonal circumstances used, in a situational test, causing an individual to react, providing a situational response.

Situational Test	-	a "measure of a person's reaction to a situation that requires an adaptive response," (English & English, 1958, p. 504).
Situational Response	-	"action a person would take when events take place requiring him to make decision," (Leshko and Vosseteig, 1975, p. 19)
Executives	-	individuals in upper management in the public and private sectors.
Conflict	-	the necessity to make a choice from competing alternatives. An emotional state characterized by indecision, restlessness, uncertainty and tension (Webster, 1971).
Power	-	"the total amount of influence that an individual has in an organization; that is, his total ability to influence the behavior of people," (Kazmier, 1969, p. 166).
Stress	-	emotional factor characterized by strain, pressure, tension, thrust (Webster, 1971).
Intuition	-	immediate cognizance or conviction without rational thought (Webster, 1971).
Courage to Commit Resources	-	ability to make decision under high degree of risk or uncertainty.

APPENDIX B

Question Development by Leshko and Vosseteig

This appendix contains the questions (1-49) and the basis for their development by Leshko and Vosseteig (1975). These questions were incorporated into Sections I and II of their Executive Perceptions Questionnaire; which, in turn, was used verbatim by the authors in the expanded questionnaire.

APPENDIX B

Question Development by Leshko and Vosseteig

1. Questions and Hypothesis of Test Instrument

This section shows the questions included in the instrument. The hypothesis upon which the questions were founded are stated. Literature supporting the hypothesis is referenced. The questions relating to the separate identifier classes were intermingled throughout the testing instrument. However, they are grouped into identifier classes here because of commonality of purpose and for ease of referencing.

a. Decision-Making Capabilty

Questions 26, 41, 42, 43 and 44 in the instrument are intended to show the capacity for making effective decisions.

Question 26 - *"Which one of the following best describes what you you usually do in making important decisions?"*

a. Make the decision and inform your boss later on.
b. Make the decision as if it were a routine matter.
c. Put the problem up to those affected by the decision.
d. Decision making is not my responsibility.
e. Take time to check with your boss.

This question is based upon the hypothesis that successful executives are more concerned with solving the problem at hand than about the decision making process (McFarland, 1974, p. 270-271).

Question 41 - *"You are about to propose a new policy which you feel is good for the organization. You intuitively believe, however, that you will have difficulty convincing certain segments of the organization. You are further aware that unless you receive almost across-the-board concurrence, top management will not institute the policy. How would you go about "seeing to it" that your policy is accepted?"*

a. Work around the opposition, by going directly to top management and attempt to convince them with the profitability of your proposed policy.

b. Determine who your supporters are and seek their assistance to favorably impress the opposition.

c. Specifically, identify those individuals who are opposed and attempt to convince them individually.

d. Ignore the opposition and continue with your new policy changes.

e. Postpone introduction of the policy change and wait for better timing.

The hypothesis is that a successful executive is a strategist and uses his knowledge of people for mutual benefit of all concerned (McFarland, 1974, p. 450-455).

Question 42 - "*As a decision maker:*"

a. You accept success and failure equally.

b. When you have failed, you have accepted the consequences and continued on as before.

c. When you fail you accept the consequences and will analyze the causative factors thereto. Such a set back will not deter your future efforts.

d. Your aim is to always succeed no matter what procedures or methods must be employed to accomplish your objectives.

e. You are successful because you thoroughly investigate the parameters surrounding the decision about to be made.

This question is founded upon the hypothesis that executives have deep feelings of satisfaction directly related to accomplishment and achievement (McFarland, 1974, p. 39; Warner, 1962, p. 47-57).

Question 43 - "*Assume you are considering several proven company executives for a promotion. However, you consider the best among them to be a "maverick" with respect to his management/leadership style. If you decide on selecting the "maverick" would you?*"

a. Insist that his management/leadership style conform to present organization policies.

b. Modify the organization to adjust to his management/ leadership style.

c. Prefer to allow him to operate as he pleases so long as his performance results in a highly satisfactory performance.

d. Prefer to allow him to operate within his style, but at the appropriate time tactully remind him that the company policies are sound and will prove beneficial to him in the long run.

e. You would not select the "maverick."

The hypothesis is that executives have a unique ability to pick people for situational needs (Fielder, 1965, p. 115-122).

Question 44 - *"If you have just been promoted two levels above your present position (same company), you would function at this new level?"*

a. By proceeding cautiously before making decisions.

b. By waiting to gain confidence and with additional experience make decisions faster than when initially assigned.

c. With no delay in decision making because earlier training and experience adequately prepared you for this increased responsibility.

d. Because in the past when assigned to a new or unfamiliar area, you had no difficulty in commanding the new job and therefore, would anticipate no delay in decision making now.

e. By operating at this higher level may require you to grow into the job simply because of the scope of the position.

The question is founded upon the hypothesis that executives will quickly adapt to new environmental responsibilities and only minor delays in decisions will occur (Uris, 1962, p. 50-59, 63-67).

b. Innovativeness

Questions 27, 28, 29, 30 and 31 of the instrument are designed to display the abiliity to institute change in an organization, and cause the organization to adopt new technology.

Question 27 - *"Indicate which combination of words, when placed in the following sentence, would most accurately describe you: you hear about new work-related developments ________________ most of my colleagues."*

a. Considerably before.

b. Sooner than.

c. At about the same time as.

d. Later than.

e. Sometime later.

This question is based upon the hypothesis that effective executives become aware of work related developments before less competent ones (Creighton, Jolly, Denning, 1972, p. 16).

Question 28 - *"Indicate the frequency with which your subordinates, peers, and/or superiors came to you in the past month for work-related information which was not a function of your position?"*

a. 1-3

b. 4-7

c. 8-11

d. 12-16

e. 17 or more

This question is based upon the hypothesis that successful opinion leaders [sic] and that others have confidence in their judgment (Creighton, Jolly, Denning, 1972, p. 19-21).

Question 29 - *"In the past year, how many non-routine, work-related projects have been completed for which you supplied the original idea?"*

a. 0

b. 1-2

c. 3-4

d. 5-6

e. 7 or more

This question is based upon the hypothesis that successful executives are innovators, are dynamic, and modify organizations to accommodate change (Creighton, Jolly, Denning, 1972, p. 33).

Question 30 - *"Which of the following do you tend to rely upon most heavily as a source of initial information for work-related projects and/or problems?"*

a. Literature - books, manuals, dissertations, and other items which are not published on a regular basis.

b. Vendors - representatives of, or documentation generated by suppliers or potential suppliers.

c. Personal Experience - ideas which were previously used by yourself in similar situations and recalled directly by memory.

d. Staff - selected members of your staff who are not assigned directly to the project being considered.

e. External Sources - sources which do not fall into any one of the catagories.

This question is based upon the hypothesis that the higher the executive is within the executive circles the more he tends to rely on external sources (Fulmer, 1974, p. 361-380).

Question 31 - *"When you hear about a new idea which may be of use to your organization you?"*

a. Analyze it in depth before instituting it.

b. See how it works in other organizations.

c. Turn it over to a person in your organization who is most likely to use it.

d. Discuss it and its applicability at your next conference.

e. Turn it over to a cost analyst to determine its value.

This question is based upon the hypothesis that the executive causes changes to happen in his organization (Koontz and O'Donnell, 1955, p. 524-530).

c. Ability to Manage Time

Questions 38, 39 and 40 in the instrument are intended to show the capacity of executives to use their time effectively.

Question 38 - *"How do you feel about the time you have to do your work?"*

a. Have time for everything without feeling pushed.

b. Wish you had a little more time to plan and to think.

c. Necessary to keep pushing to get everything done.

d. Very hard to do what is expected of you in the time available.

e. Never seem to have enough time to do everything.

This question is based upon the hypothesis that successful executives utilize time efficiently and are able to make time available (Whyte, 1956, p. 155-165; Gardner, 1963, p. 52).

Question 39 - *"With respect to the amount of time you spend at work."*

a. You do not view your position as having fixed working hours.

b. You consider yourself as a professional that [sic] will give whatever amount of time is required, at the time, to accomplish the present undertaking.

c. As a general rule, you accomplish at least or more work outside the office than while working at the office.

d. You simply feel that working hours are for "others" and you give whatever time is required to accomplish a task and work at it until it is completed.

e. You try not to allow your outside personal interests to cause you to mismanage your time.

This question is founded upon the hypothesis that successful executives have high energy levels, do not consider themselves as having regular working hours, and use their time to great advantage (Jennings, 1967, p. 88-89; McCay, 1959, p. 31-37).

Question 40 - *"Of the situations given, which of these best describes your work routine?"*

a. You have time in your daily routine to spend time on the unexpected.

b. As a general rule, your daily schedule is very heavy.

c. If it were not for your subordinates taking up a good part of your time, you would have more than enough time to expand your involvement in the company's business.

d. You have no difficulty with the management of your time since you set a fixed and precise daily schedule, allowing time for your seniors, subordinates, and whatever is left belongs to you.

e. You are concerned with the amount of time you have to spend at the office, because you feel your superiors interpret this as an indicator of ineffectiveness.

This question is founded upon the hypothesis that successful executives make effective use of time (Oncken, 1974, p. 75-80).

d. Communicative Ability

Questions 23, 24, 25, 32 and 33 in the instrument are intended to show the effective use of communication.

Question 23 - *"Indicate the number of work-related organizations to which you hold current membership."*

a. 0

b. 1-2

c. 3-4

d. 5-6

e. More than the above

This question in based upon the hypothesis that successful executives are better informed and expand their levels of interests beyond local environment (Creighton, Jolly, Denning, 1972, p. 34).

Question 24 - *"How many new friends have you made in the past year?"*

a. No need to make new friends.

b. 1-2

c. 3-5

d. 6 or more

e. Cannot remember exactly.

This question is founded upon the hypothesis that successful executives are extroverts and gregarious individuals (Creighton, Jolly, Denning, 1972, p. 16, 33-34).

Question 25 - *"On the average, how many people do you see daily, (excluding your immediate staff)?"*

a. 0-4

b. 5-8

c. 9-12

d. 12-16

e. 16 or more

This question is based upon the hypothesis that executives interact with more people and are exposed to more new ideas than non-successful people (Fulmer, 1974, p. 307, 320-338).

Question 32 - *"When information concerning major decision are to be made, you?"*

a. Recognize, among other things, that upward communcations have little or no value to the management of the organization.

b. Acknowledge that an important decision about decisions is when to communicate them, if at all.

c. Insist that a decision is communicated in a language that will not antagonize its receptiveness.

d. Recognize that some restrictions may improve organizational effectiveness.

e. Insist that every decision be communicated in a language that leaves no doubt to the intent or spirit of the decision.

This question is founded upon the hypothesis that a successful executive is an effective communicator, because he realizes the importance of the timing of and strategy of communicating a decision (Koontz, 1972, p. 536-555; Fulmer, 1974, p. 296-316).

Question 33 - *"Indicate the total number of journals, magazines, and newspapers which you regularly read."*

a. 1-2

b. 3-4

c. 5-6

d. 7-8

e. 9 or more

This question is founded upon the hypothesis that executives are well read, and professionally current [sic] through consumption of mass media (Creighton, Jolly, Denning, 1972, p. 22-24).

e. Psyche/Status

Questions 34, 35, 36, 37 and 46 of the instrument are designed to display the reward needs of the individuals.

Question 34 - *"What is your present salary range?"*

a. $10,000-$20,000

b. $20,000-$30,000

c. $30,000-$50,000

d. $50,000-$75,000

e. $75,000-$100,000

f. $100,000-$150,000

g. $150,000-$200,000

h. $200,000-$300,000

i. $300,000 or greater

This question was asked to determine the approximate financial compensation that each respondent received.

Question 35 - *"Would you work at your present job for a lesser salary?"*

a. Yes

b. No

This question is based upon the hypothesis that successful executives have high reward needs, other than money (Whyte, 1956, p. 159-160).

Question 36 - *"If Yes, by how much?"*

a. 0-$1,000

b. $1,000-$2,000

c. $2,000-$5,000

d. $5,000-$10,000

e. $10,000-$15,000

f. $15,000-$20,000

g. $20,000-$30,000

h. $30,000-$40,000

i. $40,000-$50,000

j. $50,000-$100,000

This question was asked to determine approximately the amount that the respondent would relinquish.

Question 37 - *"If No, why not?"*

a. Money is very important to you.

b. You are worth what you are being paid.

c. For your unique skills, you will not work for less than your present salary.

d. Money is not a direct concern to you, but it is important to your family.

e. Present earning power is necessary to provide a portfolio for future security.

This question was asked to determine from five responses given in the instrument what the respondents reasons were for not working at their present position for a lesser salary.

Question 46 - *"In a position that you feel is not exactly what you want:"*

a. You do whatever is required and receive what you believe to be only minimal personal or professional satisfaction from the results of your efforts.

b. You consider the results of your efforts to be negligible and in fact believe your efforts to be "dog work."

c. You consider your efforts to be professionally and personally rewarding even though you are not completely happy with your present position.

d. You have in retrospect, almost always derived personal satisfaction from your job regardless of your personal feelings toward the assignments.

e. You do what is required, knowing or hoping that the present assignment (occupation) is only a means to an end.

This question is based upon the hypotheses that successful executives tend to feel satisfied doing things that have to be done (McFarland, 1974, p. 96, 110).

f. Mobility

Questions 9, 16, 17, 19, 20, 21 and 47 of the instrument are intended to show managerial development.

Question 9 - *"Length of time with present organization? (Years)"*

Question 16 - *"How many different organizations have you been employed by in your life time?"*

Question 17 - *"What is the longest that you have worked for the same organization? (Years)"*

Questions 16 and 17 are based upon the hypothesis that successful executives move around as they move upward (Jennings, 1967, p. 8)

Question 19 - *"Have you changed your religious preference? (1) Yes (2) No"*

Question 20 - *"If Yes, how many times?"*

Questions 19 and 20 are based upon the hypothesis that successful executives change their religious denomination as they ascend the corporate ladder (Whyte, 1956, p. 405-422; Newcomer, 1955, p. 46-49; Packard, 1959, p. 194-206).

Question 21 - *"What is/was your fathers occupation? If deceased or retired please indicate last occupation ________ ________________________."*

This question is based upon the hypothesis that successful executives who are children of proven executives have a higher incidence of becoming successful executives themselves (Jennings, 1967, p. 6-9).

Question 47 - *"You accepted employment with your present company:"*

a. Thinking or knowing that it would be only a temporary assignment, carrying with it a promise or possibility that a better position would be available in a reasonable time.

b. Realizing that it was exactly what you wanted to do and had no desire for higher levels of aspiration.

c. Because of your specific or unique skills that were desired by the employer, who was willing to pay you commensurate with your proven abilities.

d. Because of your unique skills that were desired by the employer but you also set your remuneration schedule.

e. Because there were no other positions available or opportunities that suited you.

This question is founded upon the hypothesis that successful executives are sought after and set their own salary schedule (Koontz, 1972, p. 417-436; Uris, 1962, p. 96).

g. Rewarding Family Life

Questions 12, 13, and 45 in the instrument are intended to show the capacity for effective family relations.

Question 12 - *"Select the most appropriate situation that describes your Marital Status? (1) Divorced (2) Divorced and remarried (3) Married (4) Single (5) Widow/Widower."*

Question 13 - *"How many times have you been married?"*

Questions 12 and 13 are based upon the hypothesis that successful executives have high divorce rates (Packard, 1962, p. 58-66; Packard, 1959, p. 120, 122, 159-160, 170-172 and 279; Newcomer, 1955, p. 122-123).

Question 45 - *"As you reflect on your career, judge the present, and postulate about the future regarding the relationship with your family, family responsibilities and demands of your present position; how would you best describe the way in which the relationship exists or developed?"*

a. Family responsibilities were/are not neglected since a mutual bond of understanding developed as you proceeded through your career, wherein the family was/is supportive of your professional goals.

b. Your family has/did not place you in a position wherein you had to choose between family or professional goals.

c. Family obligations occasionally have taken a secondary position if your professional goals and requirements of your job were to be attained. However, you attempted to make it up to the family whenever the occasion(s) allowed.

d. You attempted to make a compromise decision between family and job, but rarely sacrificed the family.

e. Sometimes, demands of the job, i.e., time sensitive issues, demanded that you put more hours on the job than you would like.

This question is founded upon the hyposthesis that successful executives acknowledge family responsibility and work toward fulfilling it (Whyte, 1956, p. 162).

h. Job Security

Question 48 of the instrument is to display the fear of losing one's position [sic].

Question 48 - *"When you take a vacation:"*

a. You find it is most beneficial to take one long vacation as opposed to several short vacation trips.

b. You fit your vacation schedule into what the organization will allow you to take.

c. You find it best to schedule your vacation with the needs and desires of your family.

d. You do not take long vacations (more than two weeks) because you recognize that you will have to work twice as hard to catch up on your work when you return.

e. You take vacations only for reasons of health.

This question is founded upon the hypothesis that successful executives fear that the more time they are away from the job, the more his [sic] job is jeopardized (Whyte, 1956, p. 77).

i. Health

Question 49 in the instrument is to display the executive's belief in his state of health [sic].

Question 49 - *"How good is your health?"*

a. Poor - need rest and/or medical treatment to attack the rigorous [sic] of daily business activity.

b. Based upon your judgment and substantiated by your physicians evaluation, you are in good health for your age.

c. Based upon your judgment and supported by your physicians evaluation, you are in better health than someone of your age [sic].

d. Fair - you recognize the need to keep yourself physically toned up, but your demanding schedule has precluded you from adhering to a set exercise schedule.

e. Perfect - can drive hard on any job, night or day.

This question is based upon the hypothesis that successful executives are concerned about their state of health, and attempt to say 'healthy' (Uris, 1955, p. 123).

APPENDIX C

Executive Judgmental Perceptions Questionnaire

This appendix consists of the three items used to initiate this study. The first is a cover letter used to introduce the questionnaire to 300 individuals in the Naval Aviation Executive Institute and acquaint them with the purpose and scope of the study. The second item is the cover letter used to request additional situational stimuli response information from previously sampled executive populations from the private and public sectors. The last item is an identical copy of the Executive Judgmental Perceptions Questionnaire that accompanied each cover letter of introduction.

NAVAL POSTGRADUATE SCHOOL
MONTEREY, CALIFORNIA - 93940

IN REPLY REFER TO:
0001-2

Mr. John Doe
3169 Salem Drive
Cupcake, MI 10014

Dear Mr. Doe,

The purpose of this letter is to request your assistance in a research program regarding successful executives. As a professor of the Naval Postgraduate School, Monterey, California, I am conducting research studies with proven executives in top management positions.

I have enclosed a short series of questions entitled "Executive Judgmental Perceptions". This information document asks for basic, yet specific situational decision choices. Your answers will provide invaluable data upon which a fundamental and a unique baseline will be established. I assure you that your personal identity and individual responses will not be released in any way. Only unidentified group information will be used in this study. The success or failure of this research effort will naturally depend upon your response.

The enclosed series of questions should take approximately fifteen minutes to answer. The document is divided into small sections with pertinent instructions prior to each division.

Thank you for your cooperation.

Sincerely.

NAVAL POSTGRADUATE SCHOOL
MONTEREY, CALIFORNIA - 93940

IN REPLY REFER TO:
0001-2

The purpose of this letter is to request your assistance in a continuing research program regarding successful executives in top management positions.

I have enclosed a short series of questions entitled "Executives Judgmental Perceptions". Sections I and II were originally sent to you 7 February 1975 whereas Section III is a new addition. If you have previously filled out Sections I and II, it is requested that you answer Section III only.

Your answers to this survey will provide invaluable data upon which a fundamental and unique baseline will be established. I will assure you that your personal identity and individual responses will not be released in any way. Only unidentified group information will be used in this study. The success or failure of this research effort will naturally depend upon your response.

The enclosed series of questions should take approximately 20 minutes to answer. The document is divided into small sections with pertinent instructions prior to each division.

Thank you for your cooperation.

EXECUTIVE JUDGMENTAL PERCEPTIONS

SOLICITATION OF JUDGEMENTAL PERCEPTIONS

TRUCTIONS FOR COMPLETING THIS INFORMATION DOCUMENT ARE PROVIDED ORE EACH SECTION.

SECTION ONE

Please enter the most appropriate answer in the box at the right of each question. The number preceeding the solid vertical line correspondes to the question number in the appropriate box or boxes. If the question calls for a response of more than a one digit response please place "ONLY" one digit per box. Disregard the numbers to the right of the boxes.

		YOUR ANSWER	
Is your present employer. . .(1) Military (2) Civilian?	1.	☐	1
What position do you hold within your organization? (Please write out your position) i.e. President, Finanical Manager, or Production Manager. If Military, please indicate rank. ______________________________________	2.	☐	2
Location of organization? (1) New England (2) Eastern U.S. (3) Southeast (4) North Central (5) South Central (6) Northwest (7) Southwest (8) Alaska (9) Hawaii (10) Overseas	3.	☐☐	3∫4
Age?	4.	☐☐	5∫6
Sex? (1) Female (2) Male	5.	☐	7
Height? (INCHES)	6.	☐☐	8∫9
Weight? (lbs)	7.	☐☐☐	10∫11∫12
Race? (1) American Indian (2) Black (3) Oriental (4) Spanish-American (5) White	8.	☐	13
Lenght of time with present organization? (YEARS)	9.	☐☐	14∫15
What is your LAST level of formal education? (1) High School Diploma (2) BA (3) BS (4) MBA (5) MPA (6) Masters (7) Doctorate	10.	☐	16
What was your major field of study?____________________	11.	☐	17
Select the most appropriate situation that describes your Marital Status? (1) Divorced (2) Divorced and remarried (3) Married (4) Single (5) Widow/Widower	12.	☐	18

13. How many times have you been married?

13. ☐ 19

14. How many children do you have? Sons__________
(Indicate on spaces provided) Daughters__________
None__________

14. ☐☐☐ 20

15. Spouse's highest level of formal education?

(1) No Spouse	(6) 15 years
(2) Less than 12 years	(7) 16 years
(3) 12 years	(8) 17 years
(4) 13 years	(9) 18 years
(5) 14 years	(10) Greater than 18 years

15. ☐☐ 23/24

16. How many different organizations have you been employed by in your life time?

16. ☐☐ 25/26

17. What is the longest that you have worked for the same organization? (YEARS)

17. ☐☐ 27/28

18. What is your religious preference? (1) None (2) Catholic (3) Jewish (4) Other (5) Protestant (Please indicate denomination)____

18. ☐ 29

19. Have you changed your religious preference? (1) Yes (2) No

19. ☐ 30

20. If yes, how many times?

20. ☐ 31

21. What is/was your fathers occupation? If deceased or retired please indicate last occupation______________________________

21. ☐ 32

22. Are you a United States Citizen? (1) Yes (2) No

22. ☐ 33

SECTION TWO

Please answer the following questions in the present tense, i.e., how would you decide today, not how you decided in the past. Indicate your response in the box to the right of each question. The number preceeding the solid vertical line correspondes to the question number in the appropriate box. Disregard the numbers to the right of the boxes.

23. Indicate the number of work-related organizations to which you hold current membership.

A. 0
B. 1 - 2
C. 3 - 4
D. 5 - 6
E. More than the above

23. ☐ 34

24. How many new friends have you made in the past year?

A. No need to make new friends.
B. 1 - 2
C. 3 - 5
D. 6 or more.
E. Cannot remember exactly.

24. ☐ 35

25. On the average, how many people do you see daily, (Excluding your immediate staff)

A. 0 - 4
B. 5 - 8
C. 9 - 12
D. 12 - 16
E. 16 or more.

25. ☐ 36

26. Which one of the following best describes what you usually do in making important decisions?

A. Make the decision and inform your boss later on.
B. Make the decision as if it were a routine matter.
C. Put the problem up to those affected by the decision.
D. Decision making is not my responsibility.
E. Take time to check with your boss.

26. ☐ 37

27. Indicate which combination of words, when placed in the following sentence, would most accurately describe you: you hear about new work-related developments ____________________ most of my colleagues.

A. Considerably before
B. Sooner than
C. At about the same time as
D. Later than
E. Sometime after

27. ☐ 38

28. Indicate the frequency with which your subordinates, peer, and/or superiors came to you in the past month for work related information which was not a function of your position?

A. 1 - 3
B. 4 - 7
C. 8 - 11
D. 12 - 16
E. 17 or more

28. ☐ 39

29. In the past year, how many non-routine, work-related projects have been completed for which you supplied the original idea?

A. 0
B. 1 - 2
C. 3 - 4
D. 5 - 6
E. 7 or more

29. ☐ 40

30. Which of the following do you tend to rely upon most heavily as a source of initial information for work-related projects and/or problems?

A. Literature - books, manuals, dissertations, and other items which are not published on a regular basis.
B. Vendors - representatives of, or documantation generated by suppliers or potential suppliers.
C. Personal Experience - ideas which were previously used by yourself in similar situations and recalled directly by memory. 30. ☐ 41
D. Staff - selected members of your staff who are not assigned directly to the project being considered.
E. External Sources - sources which do not fall into any one of the catagories.

31. When you hear about a new idea which may be of use to your organization you?

A. Analyze it in depth before instituting it.
B. See how it works in other organizations.
C. Turn it over to a person in your organization who is most likely to use it. 31. ☐ 42
D. Discuss it and its applicability at your next conference.
E. Turn it over to a cost analyst to determine its value.

32. When information concerning major decisions are to be made, you?

A. Recognize, among other things, that upward communications have little or no value to the management of the organization.
B. Acknowledge that an important decision about decisions is when to communicate them, if at all.
C. Insist that a decision is communicated in a language that will not antagonize its receptiveness. 32. ☐ 43
D. Recognize that some restrictions may improve organizational effectiveness.
E. Insist that every decision be communicated in a language that leaves no doubt to the intent or spirit of the decision.

33. Indicate the total number of journals, magazines, and newspapers which you regularly read.

A. 1 - 2
B. 3 - 4
C. 5 - 6 33. ☐ 44
D. 7 - 8
E. 9 or more

34. What is your present salary range?

A. $10,000 - $20,000
B. $20,000 - $30,000
C. $30,000 - $50,000
D. $50,000 - $75,000
E. $75,000 - $100,000
F. $100,000 - $150,000
G. $150,000 - $200,000
H. $200,000 - $300,000 34. ☐ 45
I. $300,000 or greater

35. Would you work at your present job for a lesser salary?

A. Yes
B. No

35. ☐ 46

36. If Yes, by how much?

A. 0 - $1,000
B. $1,000 - $2,000
C. $2,000 - $5,000
D. $5,000 - $10,000
E. $10,000 - $15,000
F. $15,000 - $20,000
G. $20,000 - $30,000
H. $30,000 - $40,000
I. $40,000 - $50,000
J. $50,000 - $100,000

36. ☐ 47

37. If No, why not?

A. Money is very important to you.
B. You are worth what you are being paid.
C. For your unique skills, you will not work for less than your present salary.
D. Money is not a direct concern to you, but it is important to your family.
E. Present earning power is necessary to provide a portfolio for future security.

37. ☐ 48

38. How do you feel about the time you have to do your work?

A. Have time for everything without feeling pushed.
B. Wish you had a little more time to plan and to think.
C. Necessary to keep pushing to get everything done.
D. Very hard to do what is expected of you in the time available.
E. Never seem to have enough time to do everything.

38. ☐ 49

39. With respect to the amount of time you spend at "work"

A. You do not view your position as having fixed working hours
B. You consider yourself as a professional that will give whatever amount of time is required, at the time, to accomplish the present undertaking.
C. As a general rule, you accomplish at least or more work outside the office than while working at the office.
D. You simply feel that working hours are for "others" and you give whatever time is required to accomplish a task and work at it until it is completed.
E. You try not to allow your outside personal interests to cause you to mismanage your time.

39. ☐ 50

40. Of the situations given, which of these best describes your work routine?

A. You have time in your daily routine to spend time on the unexpected.
B. As a general rule, your daily schedule is very heavy.
C. If it were not for your subordinates taking up a good part of your time, you would have more than enough time to expand your involvement in the company's business.
D. You have no difficulty with the management of your time since you set a fixed and precise daily schedule, allowing time for your seniors, subordinates, and whatever is left belongs to you.
E. You are concerned with the amount of time you have to spend at the office, because you feel your superiors interpret this as an indicator of ineffectiveness.

40. ☐ 51

41. You are about to propose a new policy which you feel is good for the organization. You intuitively believe, however, that you will have difficulty convincing certain segments of the organization. You are further aware that unless you receive almost across the board concurrence, top management will not institute the policy. How would you go about "seeing to it" that your policy is accepted?

A. Work around the opposition, by going directly to top management and attempt to convince them with the profitability of your proposed policy.
B. Determine who your supporters are and seek their assistance to favorably impress the opposition.
C. Specifically, identify those individuals who are opposed and attempt to convince them individually.
D. Ignore the opposition and continue with your new policy changes.
E. Postpone introduction of the policy change and wait for better timing.

41. ☐ 52

42. As a decision maker:

A. You accept success and failure equally.
B. When you have failed, you have accepted the consequences and continued on as before.
C. When you fail you accept the consequences and will analyze the causative factors thereto. Such a set back will not deter your future efforts.
D. Your aim is to always succeed no matter what procedures or methods must be employed to accomplish you objectives.
E. You are successful because you thoroughly investigate the parameters surrounding the decision about to be made.

42. ☐ 5

43. Assume you are considering several proven company executives for a promotion. However, you consider the best among them to be a "maverick" with respect to his management/leadership style. If you decide on selecting the "maverick" would you?

A. Insist that his management/leadership style conform to present organization policies.
B. Modify the organization to adjust to his management/leadership style.
C. Prefer to allow him to operate as he pleases so long as his performance results in a highly satisfactory performance. 43. ☐ 54
D. Prefer to allow him to operate within his style, but at the appropriate time tactfully remind him that the company policies are sound and will prove beneficial to him in the long run.

E. You would not select the "maverick."

44. If you have just been promoted two levels above your present position (same company), you would function at this new level?

A. By proceeding cautiously before making decisions.
B. By waiting to gain confidence and with additional experience make decisions faster than when initially assigned.
C. With no delay in decision making because earlier training and experience adequately prepared you for this increased responsibility. 44. ☐ 55
D. Because in the past when assigned to a new or unfamiliar area, you had no difficulty in commanding the new job and therefore, would anticipate no delay in decision making now.
E. By operating at this higher level may require you to grow into the job simply because of the scope of the position.

45. As you reflect on your career, judge the present, and postulate about the future regarding the relationship with your family, family responsibilities and demands of your present position, how would you best describe the way in which the relationship exists or developed?

A. Family responsibilities were/are not neglected since a mutual bond of understanding developed as you proceeded through your career, wherein the family was/is supportive of your professional goals.
B. Your family has/did not place you in a position wherein you had to choose between family or professional goals.
C. Family obligations occassionally have taken a secondary position if your professional goals and requirements of your job were to be attained. However, you attempted to make it up to the family whenever the occasion(s) allowed. 45. ☐ 56
D. You attempted to make a compromise decision between family and job, but rarely sacrificed the family.
E. Sometimes, demands of the job, i.e., time sensitive issues, demanded that you put more hours on the job than you would like.

46. In a position that you feel is not exactly what you want:

A. You do whatever is required and receive what you believe to be only minimal personal or professional satisfaction from the results of your efforts.
B. You consider the results of your efforts to be neglegible and in fact believe your efforts to be "dog work."
C. You consider your efforts to be professionally and personally rewarding even though you are not completely happy with your present position.
D. You have in retrospect, almost always derived personal satisfaction from your job regardless of your personal feelings toward the assignments.
E. You do what is required, knowing or hoping that the present assignment (occupation) is only a means to an end.

46. ☐ 57

47. You accepted employment with your present company:

A. Thinking or knowing that it would be only a temporary assignment, carrying with it a promise or possibility that a better position would be available in a reasonable time.
B. Realizing that it was exactly what you wanted to do and had no desire for higher levels of aspiration.
C. Because of your specific or unique skills that were desired by the employer, who was willing to pay you commensurate with your proven abilities.
D. Because of your unique skills that were desired by the employer but you also set your remuneration schedule.
E. Because there were no other positions available or opportunities that suited you.

47. ☐ 58

48. When you take a vacation:

A. You find it is most benefical to take one long vacation as opposed to several short vacation trips.
B. You fit your vacation schedule into what the organization will allow you to take.
C. You find it best to schedule your vacation with the needs and desires of your family.
D. You do not take long vacations (more than 2 weeks) because you recognize that you will have to work twice as hard to catch up on your work when you return.
E. You take vacations only for reasons of health.

48. ☐ 59

49. How good is your health?

A. Poor - need rest and/or medical treatment to attack the rigorous of daily business activity.
B. Based upon your judgement and substantiated by your physicians evaluation you are in good health for your age.
C. Based upon your judgement and supported by your physicians evaluation you are in better health then someone of your age.
D. Fair - you recognize the need to keep yourself physically toned up, but your demanding schedule has precluded you from adhering to a set exercise schedule.
E. Perfect - can drive hard on any job, night or day.

49. ☐ 60

SECTION THREE

Please answer the following questions in the present tense, i.e., how would you decide today, not how you decided in the past. Indicate your response in the box to the right of each question. The number preceeding the solid vertical line corresponds to the question number in the appropriate box. Disregard the numbers to the right of the boxes.

50. You have decided to terminate a company executive who is a personal friend. Which best describes what you would do?

A. Discuss the matter with him over the telephone.
B. Delegate the act of termination to someone else.
C. Delay notification until an opportune time.
D. Write a memo specifying the termination and its reasons.
E. Discuss the matter with him directly.

50. ☐ 61

51. Select the one situation which causes you the most conflict.

A. Your family accuses you of being married to your job, and demands more time with you.
B. You have been directed to reorganize your activity to a mode you objected to in the past.
C. Your company expects you to violate your personal ethics.
D. Your subordinate directly countermands your directions, however, his actions have lead to increased productivity.
E. You have a difference of opinion with your board of directors on the goals and objectives of the organization you head.

51. ☐ 62

52. Your advisory board of ten members disagrees with you on an issue in which you strongly believe. What is the highest level of opposition you would tolerate before yielding to board advice?

	FOR		AGAINST
A.	0	-	10
B.	2	-	8
C.	3	-	7
D.	4	-	6
E.	5	-	5

52. ☐ 63

53. Assume that for some reason a very close friend is forced to find another job. Some of the companies he has contacted are new and although their future success is uncertain, they offer potential salaries above that which he is now receiving. Indicate which company you would advise your friend to join.

	CHANCES FOR COMPANY SUCCESS	PROSPECTIVE SALARY INCREASE
A.	2 in 10	200%
B.	4 in 10	100%
C.	6 in 10	50%
D.	8 in 10	25%
E.	Survival Guaranteed	0%

53. ☐ 64

54. Your company has grown significantly in the past two years, and is now at capacity. You are considering expansion into a revolutionary new product line. The potential for a substantial return on investment is high if you enter now but will diminish rapidly if you delay. What would you do?

A. Do more research before making a decision.
B. Limit expansion to current product line.
C. Pursue it no further.
D. Invest in new product line.
E. Seek expansion through merger.

54. ☐ 65

55. Indicate the one best description of your actions while working under tight time constraints for a considerable period.

A. You delegate part of your tasks.
B. You continually seek additional tasks to be performed.
C. You set aside part of the work for another time.
D. You set up a priority for the tasks, then follow the priority.
E. You are still open to ideas for additional tasks.

55. ☐ 66

56. How frequently do you feel you have been right when faced with making decisions which are not backed with factual material?

A. Less than 50% of the time.
B. 50 - 60% of the time.
C. 60 - 70% of the time.
D. 70 - 80% of the time.
E. Greater than 80% of the time.

56. ☐ 67

7. You manage a medium sized construction firm and recently learned of a new building material which is used extensively in Europe but has never been adopted in the United States. The building material appears to have several advantages in terms of substantial cost reduction, superior insulation qualities, and relative ease in construction as compared to its counterpart in the United States.

After a thorough investigation, one of your engineers obtained extensive and reliable information on the characteristics, costs, and advantages of the new material. Further, your company could easily obtain exclusive manufacturing rights for use in the United States.

Indicate which of the following would best describe your approach to the building material.

A. Utilize the new idea in the firm's next major building project so as to take advantage of the substantial cost savings.
B. Use the building material in one of the firm's small, local building projects so as to test its acceptance.
C. Construct a non-commercial prototype.
D. Engage the services of an independent consultant.
E. Wait until the building material has received considerable commercial application in the United States.

57. ☐ 68

8. It has been brought to your attention that two of your key people have had a fight. The conflict continues to adversely affect the performance of their departments. What would you do?

A. Attempt to resolve the issue with each individual separately.
B. Do not get involved; let them resolve the issue themselves.
C. Call a conference to identify issues and resolve differences.
D. Direct them to drop the issue and get on with business.
E. Listen to the case, make judgement, and take appropriate action.

58. ☐ 69

9. You and several others have been competing for the Chief Executive Office (CEO) position, which you confidently expected to receive and highly desire. You were just informed that a young "tiger" has been selected for the position, and you consider him to be less competent than you. You have received a memo from the retiring CEO to bring the new CEO up to speed. What would you do?

A. Resign.
B. Give token conformance and let the new CEO meet the challenge on his own.
C. Accept the assignment.
D. Take time off to think about the situation.
E. Accept the assignment, while looking for a position in another company.

59. ☐ 70

Please think about what you do in your job in relation to handling subordinates. Indicate in the box to the right the one that best describes what you do.

60. A. I feel that accepted plans should generally represent the ideas of my subordinates.
OR
B. I expect subordinates to carry out plans I have prepared.

60. ☐ 7

61. A. I am not so concerned with establishing close personal relationships as in getting subordinates to follow my example.
OR
B. I develop a close personal relationship with subordinates because I believe this marks out a good manager.

61. ☐ 7

62. A. I believe that firm discipline is important to keep the work moving.
OR
B. I think that disciplining employees does more harm than good.

62. ☐ 7

63. A. I am constantly concerned with high standards of performance and encourage subordinates to reach these standards.
OR
B. When a subordinate fails to perform I let him know of the failure in a firm and reasoned manner.

63. ☐ 7

64. A. I think that subordinates should be able to overcome difficulties in the way to achievement themselves.
OR
B. When alternatives are described to me I am not long in indicating the course of action I prefer.

64. ☐ 7

65. A. When I make a decision, I take the additional step of persuading my subordinates to accept it.
OR
B. I believe that subordinates should not be too discouraged by setbacks in the job, but rather should be able to clear blockages themselves.

65. ☐ 76

66. A. In the long run, I will fire a man I consider to be unmanageable.
OR
B. I discourage arguments which upset the harmony amongst subordinates.

66. ☐ 77

67. A. I reward good work and feel that punishment for non-performance has limited use.
OR
B. When I discipline a subordinate I am definite in letting him know what he has done wrong.

67. ☐ 78

APPENDIX D

Keypunch Instructions

The data from the test instrument "Executive Judgmental Perceptions" (APPENDIX C) was transferred to two 80 column cards for processing by the SPSS package on the computer. To describe the input form of the data, this appendix provides the keypunch locations in the first section and peculiar coding conventions of specific questions in the second section.

APPENDIX D

Keypunch Instructions

SECTION I

The following is the definition of the data locations on the 80 column cards for keypunching purposes. All data to be entered on the card is to be numeric only.

KEYPUNCH LOCATIONS

CARD 1

DATA ENTRY	CARD COL.	DATA ENTRY	CARD COL.
Question 1 Response	1	Question 26 Response	37
Question 2 Response	2	Question 27 Response	38
Question 3 Response	3-4	Question 28 Response	39
Question 4 Response	5-6	Question 29 Response	40
Question 5 Response	7	Question 30 Response	41
Question 6 Response	8-9	Question 31 Response	42
Question 7 Response	10-12	Question 32 Response	43
Question 8 Response	13	Question 33 Response	44
Question 9 Response	14-15	Question 34 Response	45
Question 10 Response	16	Question 35 Response	46
Question 11 Response	17	Question 36 Response	47
Question 12 Response	18	Question 37 Response	48
Question 13 Response	19	Question 38 Response	49
Question 14 Response	20-22	Question 39 Response	50
Question 15 Response	23-24	Question 40 Response	51

DATA ENTRY	CARD COL.	DATA ENTRY	CARD COL.
Question 16 Response	25-26	Question 41 Response	52
Question 17 Response	27-28	Question 42 Response	53
Question 18 Response	29	Question 43 Response	54
Question 19 Response	30	Question 44 Response	55
Question 20 Response	31	Question 45 Response	56
Question 21 Response	32	Question 46 Response	57
Question 22 Response	33	Question 47 Response	58
Question 23 Response	34	Question 48 Response	59
Question 24 Response	35	Question 49 Response	60
Question 25 Response	36	Questionnaire Code	
		Number	61-63
		Data Received	64-68

KEYPUNCH LOCATIONS

CARD 2

DATA ENTRY	CARD COL.
Questionnaire Code	
Number	1-3
Data Received	4-8
Question 50 Response	10
Question 51 Response	11
Question 52 Response	12
Question 53 Response	13
Question 54 Response	14
Question 55 Response	15
Question 56 Response	16
Question 57 Response	17
Question 58 Response	18
Question 59 Response	19
Question 60 Response	20
Question 61 Response	21
Question 62 Response	22
Question 63 Response	23
Question 64 Response	24
Question 65 Response	25
Question 66 Response	26
Question 67 Response	27

SECTION II

Special Coding - special coding was required to convert alphabetic data into numeric codes adaptable to ADP processing. The following describes the coding used:

a. Questions 1, 3, 5, 8, 10, 12, 15, 18, 19 and 22 are coded within the question on the instrument itself.

b. In all other cases (except questions 34 and 36) the following code applies:

A = 1

B = 2

C = 3

D = 4

E = 5

c. For questions 34 and 36 the following code applies:

A = 0	E = 4	I = 8
B = 1	F = 5	J = 9
C = 2	G = 6	
D = 3	H = 7	

d. Questions 2, 11, 18 and 21 have their responses coded by means of grouping the data. The detailed groupings are displayed in the following tables.

QUESTION 2: POSITION HELD WITHIN ORGANIZATION
PRIVATE SECTOR POPULATION

Group 1

Chairman

Chairman & C.E.O.

C.E.O.

C.E.O. & President

President and Chairman

President

Chairman, President & Acc't Executive

Chairman, President & C.E.O.

Group 2

Vice Chairman & Executive Officer

Vice Chairman

Group 3

Executive V.P.

Vice President

V.P. Production

V.P. Marketing Research

V.P. International Ops

V.P. Research & New Acquisitions

V.P. General Manager

V.P. Manufacturing Staff

V.P. Finance

Senior V.P. Sales

Senior V.P.

Group 4

Administrative Assistant, Corporate

General Manager

Financial Manager

Associate (F.M. Consult)

Inter-nation Marketing Manager

Senior Staff Officer (Law and Finance)

Public Affairs Officer

Manager, MPR, PLG, and DEV

Assistant Corporation Controller

Group 5

Self Employed

QUESTION 11: MAJOR FIELD OF STUDY
PRIVATE SECTOR POPULATION

Group 1 - Hard Science (Eng.)

Electronics

Mechanical & Elec. Eng.

Civil Engineering

Electrical Engineering

Industrial Engineering

Engineering

Aero Engineering

Mechanical Engineering

Group 2 - Hard Sciences (Other)

Medicine

Pharmacy

Zoology

Science

Chemistry, Physics, Biology

Chemistry

Mathematics

Group 4 - Business

Business Administration

Accounting

Business

Business Management

Finance

Public Administration

Industrial Relations

Marketing

CPA

Industrial Administration

Industrial Science

Group 5 - Overlapping Fields

Engineering & Business

Group 6 - Miscellaneous Fields

Agriculture & Education

Agriculture

Group 3 - Soft Sciences

Social Science

Economics

History

Philosophy

Liberal Arts

Law

Economics & Law

Education

Group 7

Greater than High School, but less than Bachelors level

QUESTION 18: RELIGIOUS PREFERENCE

PRIVATE SECTOR POPULATION

Elaboration of religious denomination preferences (responses 4 and 5, question 18).

Response 4 (Religious preference, other)

- Greek Orthodox
- Jesus Christ of Latter Day Saints
- Agnostic

Response 5 (Protestant denomination preference)

- Protestant (No affiliation/preference)
- Presbyterian
- Epsicopalian
- Congregational
- Lutheran
- Methodist
- Baptist

QUESTION 21: FATHERS' OCCUPATION
PRIVATE SECTOR POPULATION

Group 1-Blue Collar

Fireman

Mechanic

Plumber

Tailor

Trainman

Clerk

Chef

Laborer

Railroad Agent

Railroad Conductor

Police

Group 2-Prof. (High)

Engineer

Attorney

Educator

Doctor

Dentist

Minister

Chairman of Corporation

President of The Corp.

Oil Field Super.

V.P. Production

Metallurgist

Executive

Sec. of High Comm.

Financial Manager

Financial Executive

Industrialist

Group 3-Prof. (Low)

Selling Executive

Broker

Consulting Investor

Building Engineer

Editor/Publisher

Printer

Manufacturing

Group 4-White Collar

Wholesaler

Business Manager

Manager V.A. Hospital

Insurance Salesman

Sales Manager

Retail Lumber

Indust. Set-Up Man

Inspector

County Registrar

Owner of Business

Grocer

Estate Manager

Group 5-Agriculture

Farming

Cattleman

Group 2-Prof. (High)

President of a Corp.
V.P. very large Corp.
Banker
Business Executive
Industrial Executive
Importer

Group 4-White Collar

Contractor
Office Manager
Merchant
Brewer
Selling
Whole Paper Dealer

QUESTION 2: POSITION HELD WITHIN ORGANIZATION
PUBLIC SECTOR POPULATION

Because of the extreme variety of responses, no attempt was made to code the responses to this question.

QUESTION 11: MAJOR FIELD OF STUDY
PUBLIC SECTOR POPULATION

Group 1-Hard Sciences (Eng.)

Engineer

Aero Engineer

Electrical Engineer

Civil Engineer

Mechanical Engineer

Nuclear Engineer

Group 2-Hard Sciences (Other)

Physics

Oceanography

Chemistry

Geo-Physics

Physics/Math

Mathematics

Meterology

Science

Physiology

Group 3-Soft Science

Psychology

Law

Educational Tech

History and Bible

Economics

Group 4-Business

International Transportation

Personnel Administration

Finance

Public Administration

Business

Accounting

Systems Management

Business Administration

Management

Engineering Management

Industrial Management

Business and Public Policy

Group 5-Other

Control Systems

Research and Development

Technical

QUESTION 18: RELIGIOUS PREFERENCE
PUBLIC SECTOR POPULATION

Elaboration of religiious denomination preference (responses 4 and 5, question 18).

Response 4 (religious preference, other)

Unitarian

Response 5 (Protestant denomination preference)

Protestant (No preference/affiliation)

Presbyterian

Episcopalian

Congregational

Lutheran

Baptist

Methodist

Nazarene

Unitarian

Disciples of Christ

QUESTION 21: FATHERS' OCCUPATION
PUBLIC SECTOR POPULATION

Group 1-Blue Collar

Laborer
Typesetter
Plumber
Train Dispatcher
Tailor
Baker
Prospector
Carpenter
Postman
Service Station Oper.
Production Foreman
Financial Clerk
Police Clerk
Dry Cleaner
Timekeeper
Utility Man
Clerical Worker
Textile Worker
Railroad Lineman
Truck Driver
Gardener
Saw Filer
Oil Worker
Mechanic
Photo Engraver
Roofer
Nurseryman
Bricklayer
Brakeman
Aircraft Exam.
Computer Oper.
Railroad Conduct.
Railroad Eng.
Clerk
Electrician
Construction Wkr.
Foreman
Military
Wire Drawer

Group 2-Prof. (High)

Doctor
Minister
Educator
Lawyer
Engineer
Dentist

Group 3-Prof. (Low)

Business Manager
Restauranteur
Self Employed
Credit Manager
Retail Food
Stock Broker
Cigar Manufacturer
Sales Manager
Businessman
Laundry Owner
Aircraft Mgmt. Company
Housing Project Mgr.
Manufacturer
Printer
Management Consultant
Manufacturing Management

Group 1-Blue Collar

Meatpacker

Mill Worker

Racehorse Trainer

Group 2-Prof. (High)

Pharmacist

Economist

University Prof.

Naval Officer

Group 4-White Collar

Real Estate

Salesman

Insurance Broker

Contractor

Superintendent

Insurance Salesman

Corporate Secretary

Building Contractor

Lumber Company

Small Business Owner

Fund Raiser

CPA

Tobacco Buyer

Shop Manager

Merchant

Newspaper Advertising

Assessor

Accountant

Group 5-Agriculture

Cattleman

Sheepman

Farmer

Rancher

Group 4-White Collar

Storekeeper

U.S. Govt. (Civil Service)

Furrier

Draftsman

Marketing

Vehicle Maintenance Manager

APPENDIX E

To allow the reader to interpret the raw data responses to each question, this appendix provides an individual histogram of the responses received for each question from each population. The histograms are followed immediately by the appropriate statistics applying to that question, population, and responses received. For ease of comparison, the responses to one question from each of the sub-populations as well as the total are displayed on one page.

The display format used has the combined population responses in the upper left hand portion of each page, the Executive population in the upper right hand portion, the "Super" population in the lower left hand portion, and the GS-15/14/13 population in the lower right hand portion of each page. The word immediately following the term "file" at the head of each histogram describes the population from which the responses were received. The term VAR refers to the variable or question number from the questionnaire. A brief name has been assigned each question and follows the term VAR__ __ at the head of each histogram. The "X" axis displays the frequency of response with the "Y" axis providing the coded responses to the question. For ease of interpretation the questionnaire responses are provided following each histogram line.

```
 16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE    2

VAR003    LOCATION
    CODE
          I
     1.00 *** (      6)
          I  NEW ENGLAND
          I
     2.00 ************************************* (    148)
          I  EASTERN
          I
     3.00 ***** (     14)
          I  SOUTHEAST
          I
     4.00 ******** (     27)
          I  NORTH CENTRAL
          I
     5.00 *** (      8)
          I  SOUTH CENTRAL
          I
     6.00 **** (     13)
          I  NORTHWEST
          I
     7.00 *********************** (     91)
          I  SOUTHWEST
          I
     9.00 * (      1)
          I  HAWAII
          I
    10.00 * (      1)
          I  OVERSEAS
          I
    11.00 ** (      2)
          I  INTERNATIONAL
          I
    12.00 * (      1)
          I  ROCKY MTS
          I
    13.00 * (      1)
          I  CANADA
          I
    24.00 * (      1)
          I
          I
        0 ** (      4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY
```

```
 16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE    3

MEAN          4.131     STD ERR        .151     MEDIAN       2.714
MODE          2.000     STD DEV       2.674     VARIANCE     7.149
KURTOSIS      8.418     SKEWNESS      1.774     RANGE       23.000
MINIMUM       1.000     MAXIMUM      24.000     SUM       1297.000
C.V. PCT     64.731     .95 C.I.      3.834           TO     4.427

VALID CASES     314     MISSING CASES     4
```

```
 16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE    2

VAR003    LOCATION
    CODE
          I
     2.00 ********************************************** (     46)
          I  EASTERN
          I
     3.00 ** (      1)
          I  SOUTHEAST
          I
     4.00 *** (      2)
          I  NORTH CENTRAL
          I
     7.00 ********************* (     20)
          I  SOUTHWEST
          I
    10.00 ** (      1)
          I  OVERSEAS
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.614     STD ERR        .284     MEDIAN       2.261
MODE          2.000     STD DEV       2.379     VARIANCE     5.661
KURTOSIS      -.888     SKEWNESS       .914     RANGE        8.000
MINIMUM       2.000     MAXIMUM      10.000     SUM        253.000
C.V. PCT     65.828     .95 C.I.      3.047           TO     4.182

VALID CASES      70     MISSING CASES     1
```

```
 16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR003    LOCATION
    CODE
          I
     1.00 ****** (      5)
          I  NEW ENGLAND
          I
     2.00 **************************************** (     38)
          I  EASTERN
          I
     3.00 ********** (      9)
          I  SOUTHEAST
          I
     4.00 ************************ (     23)
          I  NORTH CENTRAL
          I
     5.00 ******* (      6)
          I  SOUTH CENTRAL
          I
     6.00 *********** (     10)
          I  NORTHWEST
          I
     7.00 *************************** (     25)
          I  SOUTHWEST
          I
     9.00 ** (      1)
          I  HAWAII
          I
    11.00 *** (      2)
          I  INTERNATIONAL
          I
    12.00 ** (      1)
          I  ROCKY MTS
          I
    13.00 ** (      1)
          I  CANADA
          I
        0 **** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          4.306     STD ERR        .225     MEDIAN       3.8
MODE          2.000     STD DEV       2.473     VARIANCE     6.11
KURTOSIS       .781     SKEWNESS       .935     RANGE       12.0
MINIMUM       1.000     MAXIMUM      13.000     SUM        521.0
C.V. PCT     57.426     .95 C.I.      3.861           TO     4.7

VALID CASES     121     MISSING CASES     3
```

```
 16 AUG 76         FILE - GS151413 - CREATED 16 AUG 76          PAGE

VAR003    LOCATION
    CODE
          I
     1.00 ** (      1)
          I  NEW ENGLAND
          I
     2.00 ******************************** (     64)
          I  EASTERN
          I
     3.00 *** (      4)
          I  SOUTHEAST
          I
     4.00 ** (      2)
          I  NORTH CENTRAL
          I
     5.00 ** (      2)
          I  SOUTH CENTRAL
          I
     6.00 *** (      3)
          I  NORTHWEST
          I
     7.00 *********************** (     46)
          I  SOUTHWEST
          I
    24.00 ** (      1)
          I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          4.252     STD ERR        .269     MEDIAN       2.44
MODE          2.000     STD DEV       2.988     VARIANCE     8.92
KURTOSIS     13.227     SKEWNESS      2.437     RANGE       23.00
MINIMUM       1.000     MAXIMUM      24.000     SUM        523.00
C.V. PCT     70.271     .95 C.I.      3.719           TO     4.78

VALID CASES     123     MISSING CASES     0
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE   6

VAR004    AGE
  CODE
          I
   30.00 ** (      1)
          I
          I
   31.00 ** (      1)
          I
          I
   32.00 ** (      1)
          I
          I
   33.00 *** (      2)
          I
          I
   34.00 *** (      2)
          I
          I
   35.00 **** (      3)
          I
          I
   36.00 ******** (      6)
          I
          I
   37.00 ****** (      5)
          I
          I
   38.00 ***** (      4)
          I
          I
   39.00 ********** (      8)
          I
          I
   40.00 ****** (      5)
          I
          I
   41.00 ********* (      7)
          I
          I
   42.00 ********* (      7)
          I
          I
   43.00 ************* (     11)
          I
          I
   44.00 *************** (     13)
          I
          I
   45.00 ************* (     11)
          I
          I
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE   5

VAR004    AGE
  CODE
          I
   33.00 ****** (      1)
          I
          I
   34.00 ****** (      1)
          I
          I
   36.00 *********** (      2)
          I
          I
   40.00 ****** (      1)
          I
          I
   41.00 ****** (      1)
          I
          I
   43.00 *********** (      2)
          I
          I
   44.00 *********** (      2)
          I
          I
   45.00 *********** (      2)
          I
          I
   47.00 ********************* (      4)
          I
          I
   48.00 **************** (      3)
          I
          I
   49.00 *************************** (      5)
          I
          I
   50.00 ********************* (      4)
          I
          I
   52.00 ************************************* (      7)
          I
          I
   53.00 ******************************** (      6)
          I
          I
   54.00 ******************************************* (      8)
          I
          I
   55.00 ************************************* (      7)
          I
          I
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE   5

VAR004    AGE
  CODE
          I
   37.00 *********** (      2)
          I
          I
   38.00 ****** (      1)
          I
          I
   39.00 ********************* (      4)
          I
          I
   40.00 ****** (      1)
          I
          I
   41.00 *********** (      2)
          I
          I
   42.00 ****** (      1)
          I
          I
   43.00 **************** (      3)
          I
          I
   44.00 *********** (      2)
          I
          I
   45.00 ****** (      1)
          I
          I
   46.00 ****** (      1)
          I
          I
   47.00 ********************* (      4)
          I
          I
   48.00 *************************** (      5)
          I
          I
   49.00 *********** (      2)
          I
          I
   50.00 ******************************** (      6)
          I
          I
   51.00 ****** (      1)
          I
          I
   52.00 ******************************** (      6)
          I
          I
```

```
16 AUG 76         FILE - 09151413 - CREATED 16 AUG 76          PAGE   5

VAR004    AGE
  CODE
          I
   30.00 *** (      1)
          I
          I
   31.00 *** (      1)
          I
          I
   32.00 *** (      1)
          I
          I
   33.00 *** (      1)
          I
          I
   34.00 *** (      1)
          I
          I
   35.00 ******** (      3)
          I
          I
   36.00 *********** (      4)
          I
          I
   37.00 ******** (      3)
          I
          I
   38.00 ******** (      3)
          I
          I
   39.00 *********** (      4)
          I
          I
   40.00 ******** (      3)
          I
          I
   41.00 *********** (      4)
          I
          I
   42.00 **************** (      6)
          I
          I
   43.00 **************** (      6)
          I
          I
   44.00 ************************ (      9)
          I
          I
   45.00 ********************** (      8)
          I
          I
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76              PAGE   7

   46.00 ***** (      4)
         I
         I
   47.00 ************* (     12)
         I
         I
   48.00 ********** (      9)
         I
         I
   49.00 ************* (     12)
         I
         I
   50.00 ****************** (     17)
         I
         I
   51.00 ******** (      7)
         I
         I
   52.00 ********************* (     20)
         I
         I
   53.00 ************************** (     24)
         I
         I
   54.00 **************** (     15)
         I
         I
   55.00 ************* (     12)
         I
         I
   56.00 ******************** (     19)
         I
         I
   57.00 ******** (      7)
         I
         I
   58.00 ************ (     11)
         I
         I
   59.00 *********** (     10)
         I
         I
   60.00 *********** (     10)
         I
         I
   61.00 ***** (      4)
         I
         I
   62.00 ***** (      4)
         I
         I
   63.00 ************* (     12)
         I
         I
```

```
16 AUG 76          FILE - SUPER     - CREATED 16 AUG 76              PAGE   6

   53.00 ******************************* (      6)
         I
         I
   54.00 ********************* (      4)
         I
         I
   55.00 ********************* (      4)
         I
         I
   56.00 ******************************* (      6)
         I
         I
   57.00 ****** (      1)
         I
         I
   59.00 **************** (      3)
         I
         I
   60.00 ****** (      1)
         I
         I
   61.00 ****** (      1)
         I
         I
   63.00 **************** (      3)
         I
         I
         I.........I.........I.........I.........I.........I
         0         2         4         6         8         10
         FREQUENCY

MEAN           50.183      STD ERR          .788      MEDIAN          51.000
MODE           50.000      STD DEV         6.640      VARIANCE        44.095
KURTOSIS        -.604      SKEWNESS        -.206      RANGE           26.000
MINIMUM        37.000      MAXIMUM        63.000      SUM           3563.000
C.V. PCT       13.232      .95 C.I.       48.611               TO     51.755

VALID CASES        71      MISSING CASES       0
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76              PAGE

   56.00 ************************************************************ (
         I
         I
   57.00 ********************* (      4)
         I
         I
   58.00 ***************************************** (      8)
         I
         I
   59.00 ********************* (      4)
         I
         I
   60.00 ********************************************** (      9)
         I
         I
   61.00 **************** (      3)
         I
         I
   62.00 ********************* (      4)
         I
         I
   63.00 ***************************************** (      8)
         I
         I
   64.00 ********************* (      4)
         I
         I
   65.00 ******************************* (      6)
         I
         I
   66.00 *********** (      2)
         I
         I
   67.00 ********************* (      4)
         I
         I
   72.00 ****** (      1)
         I
         I
   79.00 ****** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         2         4         6         8         10
         FREQUENCY

MEAN           55.806      STD ERR          .692      MEDIAN          56.100
MODE           56.000      STD DEV         7.707      VARIANCE        59.39
KURTOSIS         .772      SKEWNESS        -.455      RANGE           46.00
MINIMUM        33.000      MAXIMUM        79.000      SUM           6920.00
C.V. PCT       13.810      .95 C.I.       54.437               TO     57.176

VALID CASES       124      MISSING CASES       0
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76              PAGE

   46.00 ******** (      3)
         I
         I
   47.00 *********** (      4)
         I
         I
   48.00 *** (      1)
         I
         I
   49.00 ************* (      5)
         I
         I
   50.00 ****************** (      7)
         I
         I
   51.00 **************** (      6)
         I
         I
   52.00 ****************** (      7)
         I
         I
   53.00 ******************************* (     12)
         I
         I
   54.00 ******** (      3)
         I
         I
   55.00 *** (      1)
         I
         I
   56.00 ******** (      3)
         I
         I
   57.00 ****** (      2)
         I
         I
   58.00 ******** (      3)
         I
         I
   59.00 ******** (      3)
         I
         I
   63.00 *** (      1)
         I
         I
   64.00 ****** (      2)
         I
         I
   65.00 ****** (      2)
         I
         I
         I.........I.........I.........I.........I.........I
         0         4         8         12        16        20
         FREQUENCY
```

```
16 AUG 76          FILE = COMBINED = CREATED 16 AUG 76           PAGE   6

    64.00 ******* (      6)
          I
          I
    65.00 ********* (      8)
          I
          I
    66.00 *** (      2)
          I
          I
    67.00 ***** (      4)
          I
          I
    72.00 ** (      1)
          I
          I
    79.00 ** (      1)
          I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          51.160     STD ERR        .472     MEDIAN         52.050
MODE          53.000     STD DEV       8.415     VARIANCE       70.804
KURTOSIS       -.295     SKEWNESS      -.091     RANGE          49.000
MINIMUM       30.000     MAXIMUM      79.000     SUM         16269.000
C.V. PCT      16.447     .95 C.I.     50.232            TO      52.089

VALID CASES      318     MISSING CASES     0
```

```
16 AUG 76          FILE = G8151413 = CREATED 16 AUG 76           PAGE   7


MEAN          47.041     STD ERR        .694     MEDIAN         46.625
MODE          53.000     STD DEV       7.693     VARIANCE       59.187
KURTOSIS       -.422     SKEWNESS       .096     RANGE          35.000
MINIMUM       30.000     MAXIMUM      65.000     SUM          5786.000
C.V. PCT      16.355     .95 C.I.     45.667            TO      48.414

VALID CASES      123     MISSING CASES     0
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE  10

VAR005    SEX
     CODE
          I
     1.00 *** (     24)
          I  FEMALE
          I
     2.00 ****************************** (    293)
          I  MALE
          I
        0 * (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN          1.924     STD ERR       .015     MEDIAN       1.959
MODE          2.000     STD DEV       .265     VARIANCE      .070
KURTOSIS      8.290     SKEWNESS    -3.208     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        610.000
C.V. PCT     13.769     .95 C.I.     1.895           TO     1.954

VALID CASES     317     MISSING CASES    1
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76         PAGE

VAR005    SEX
     CODE
          I
     1.00 *** (      9)
          I  FEMALE
          I
     2.00 ***************************** (    114)
          I  MALE
          I
        0 * (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.927     STD ERR       .024     MEDIAN       1.96
MODE          2.000     STD DEV       .261     VARIANCE      .06
KURTOSIS      8.746     SKEWNESS    -3.278     RANGE        1.00
MINIMUM       1.000     MAXIMUM      2.000     SUM        237.00
C.V. PCT     13.571     .95 C.I.     1.880           TO     1.97

VALID CASES     123     MISSING CASES    1
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76         PAGE   8

VAR005    SEX
     CODE
          I
     1.00 **** (      5)
          I  FEMALE
          I
     2.00 ******************************** (     66)
          I  MALE
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.930     STD ERR       .031     MEDIAN       1.962
MODE          2.000     STD DEV       .258     VARIANCE      .066
KURTOSIS      9.276     SKEWNESS    -3.358     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        137.000
C.V. PCT     13.354     .95 C.I.     1.869           TO     1.991

VALID CASES      71     MISSING CASES    0
```

```
16 AUG 76        FILE - Q8151413 - CREATED 16 AUG 76         PAGE

VAR005    SEX
     CODE
          I
     1.00 **** (     10)
          I  FEMALE
          I
     2.00 ***************************** (    113)
          I  MALE
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.919     STD ERR       .025     MEDIAN       1.95
MODE          2.000     STD DEV       .274     VARIANCE      .07
KURTOSIS      7.348     SKEWNESS    -3.064     RANGE        1.00
MINIMUM       1.000     MAXIMUM      2.000     SUM        236.00
C.V. PCT     14.302     .95 C.I.     1.870           TO     1.96

VALID CASES     123     MISSING CASES    0
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  12

VAR006    HEIGHT
   CODE
          I
   56.00 ** (      1)
          I
          I
   57.00 ** (      1)
          I
          I
   58.00 ** (      2)
          I
          I
   59.00 ** (      1)
          I
          I
   60.00 **** (      5)
          I
          I
   61.00 *** (      4)
          I
          I
   62.00 ** (      2)
          I
          I
   63.00 *** (      3)
          I
          I
   64.00 *** (      3)
          I
          I
   65.00 *** (      4)
          I
          I
   66.00 ****** (      9)
          I
          I
   67.00 ********* (     15)
          I
          I
   68.00 ************ (     22)
          I
          I
   69.00 ************ (     22)
          I
          I
   70.00 **************************** (     53)
          I
          I
   71.00 *************************** (     52)
          I
          I
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE  10

VAR006    HEIGHT
   CODE
          I
   60.00 ** (      1)
          I
          I
   61.00 ** (      1)
          I
          I
   62.00 *** (      2)
          I
          I
   63.00 ** (      1)
          I
          I
   64.00 *** (      2)
          I
          I
   65.00 *** (      2)
          I
          I
   66.00 *** (      2)
          I
          I
   67.00 ****** (      5)
          I
          I
   68.00 ******* (      6)
          I
          I
   69.00 ******* (      6)
          I
          I
   70.00 ************************** (     25)
          I
          I
   71.00 ************************ (     23)
          I
          I
   72.00 ********************* (     20)
          I
          I
   73.00 ************ (     11)
          I
          I
   74.00 ********* (      8)
          I
          I
   75.00 ****** (      5)
          I
          I
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  10

VAR006    HEIGHT
   CODE
          I
   61.00 *** (      1)
          I
          I
   63.00 *** (      1)
          I
          I
   64.00 *** (      1)
          I
          I
   66.00 *********** (      4)
          I
          I
   67.00 **************** (      6)
          I
          I
   68.00 ************* (      5)
          I
          I
   69.00 **************** (      6)
          I
          I
   70.00 ************************************ (     14)
          I
          I
   71.00 ************************** (     10)
          I
          I
   72.00 ******************************* (     12)
          I
          I
   73.00 ******** (      3)
          I
          I
   74.00 ******** (      3)
          I
          I
   75.00 *** (      1)
          I
          I
   76.00 ****** (      2)
          I
          I
   77.00 ****** (      2)
          I
          I
          I.........I.........I.........I.........I.........I
          0         4         8        12        16        20
          FREQUENCY
```

```
16 AUG 76        FILE - 88151413 - CREATED 16 AUG 76        PAGE  11

VAR006    HEIGHT
   CODE
          I
   56.00 ** (      1)
          I
          I
   57.00 ** (      1)
          I
          I
   58.00 *** (      2)
          I
          I
   59.00 ** (      1)
          I
          I
   60.00 ***** (      4)
          I
          I
   61.00 *** (      2)
          I
          I
   63.00 ** (      1)
          I
          I
   65.00 *** (      2)
          I
          I
   66.00 **** (      3)
          I
          I
   67.00 ***** (      4)
          I
          I
   68.00 ************ (     11)
          I
          I
   69.00 *********** (     10)
          I
          I
   70.00 *************** (     14)
          I
          I
   71.00 ******************** (     19)
          I
          I
   72.00 ********************** (     21)
          I
          I
   73.00 ***************** (     16)
          I
          I
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  13

    72.00 ****************************** (     53)
          I
          I
    73.00 **************** (     30)
          I
          I
    74.00 *********** (     19)
          I
          I
    75.00 ***** (      7)
          I
          I
    76.00 **** (      6)
          I
          I
    77.00 *** (      3)
          I
          I
    78.00 ** (      1)
          I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          70.170     STD ERR        .197     MEDIAN        70.731
MODE          70.000     STD DEV       3.508     VARIANCE      12.305
KURTOSIS       2.602     SKEWNESS     -1.303     RANGE         22.000
MINIMUM       56.000     MAXIMUM      78.000     SUM        22314.000
C.V. PCT       4.999     .95 C.I.     69.783            TO     70.557

VALID CASES      318     MISSING CASES     0
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  11

MEAN          70.197     STD ERR        .358     MEDIAN        70.321
MODE          70.000     STD DEV       3.012     VARIANCE       9.075
KURTOSIS        .754     SKEWNESS      -.266     RANGE         16.000
MINIMUM       61.000     MAXIMUM      77.000     SUM         4984.000
C.V. PCT       4.291     .95 C.I.     69.484            TO     70.910

VALID CASES       71     MISSING CASES     0
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE

    76.00 *** (      2)
          I
          I
    77.00 ** (      1)
          I
          I
    78.00 ** (      1)
          I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          70.605     STD ERR        .278     MEDIAN        70.8
MODE          70.000     STD DEV       3.099     VARIANCE       9.6
KURTOSIS       1.710     SKEWNESS      -.922     RANGE         18.0
MINIMUM       60.000     MAXIMUM      78.000     SUM         8755.0
C.V. PCT       4.390     .95 C.I.     70.054            TO     71.1

VALID CASES      124     MISSING CASES     0
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76          PAGE

    74.00 ********* (      8)
          I
          I
    75.00 ** (      1)
          I
          I
    76.00 *** (      2)
          I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          69.715     STD ERR        .368     MEDIAN        70.71
MODE          72.000     STD DEV       4.084     VARIANCE      16.6
KURTOSIS       2.125     SKEWNESS     -1.540     RANGE         20.0
MINIMUM       56.000     MAXIMUM      76.000     SUM         8575.0
C.V. PCT       5.858     .95 C.I.     68.986            TO     70.4

VALID CASES      123     MISSING CASES     0
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  17

VAR007     WEIGHT
   CODE
         I
  125.00 ** (      1)
         I
         I
  135.00 ***** (      4)
         I
         I
  138.00 ** 1      1)
         I
         I
  139.00 *** (      2)
         I
         I
  140.00 ***** (      4)
         I
         I
  142.00 *** 1      2)
         I
         I
  143.00 ** (      1)
         I
         I
  145.00 ****** (      5)
         I
         I
  148.00 ** (      1)
         I
         I
  149.00 ** (      1)
         I
         I
  150.00 ******* (      6)
         I
         I
  153.00 ** (      1)
         I
         I
  154.00 ** 1      1)
         I
         I
  155.00 ********* (      8)
         I
         I
  156.00 ** 1      1)
         I
         I
  157.00 *** (      2)
         I
         I
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  16

VAR007     WEIGHT
   CODE
         I
  135.00 *********** (      2)
         I
         I
  138.00 ****** (      1)
         I
         I
  139.00 ****** (      1)
         I
         I
  140.00 *********** 1      2)
         I
         I
  142.00 ****** (      1)
         I
         I
  143.00 ****** (      1)
         I
         I
  145.00 **************** (      3)
         I
         I
  150.00 *********** (      2)
         I
         I
  155.00 ********************* (      4)
         I
         I
  158.00 *********** (      2)
         I
         I
  160.00 ****************************************** (      8)
         I
         I
  163.00 ****** (      1)
         I
         I
  165.00 ********************* 1      4)
         I
         I
  167.00 ****** (      1)
         I
         I
  170.00 ********************* (      4)
         I
         I
  173.00 **************** (      3)
         I
         I
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  14

VAR007     WEIGHT
   CODE
         I
  135.00 *** 1      1)
         I
         I
  139.00 *** 1      1)
         I
         I
  140.00 *** (      1)
         I
         I
  145.00 *** (      1)
         I
         I
  149.00 *** (      1)
         I
         I
  150.00 *** (      1)
         I
         I
  154.00 *** (      1)
         I
         I
  155.00 ******** (      3)
         I
         I
  156.00 *** (      1)
         I
         I
  158.00 *** (      1)
         I
         I
  160.00 ********************* (      8)
         I
         I
  162.00 *** 1      1)
         I
         I
  163.00 *** (      1)
         I
         I
  165.00 ********************* (      8)
         I
         I
  167.00 *** (      1)
         I
         I
  168.00 ******** (      3)
         I
         I
```

```
16 AUG 76         FILE - G8151413 - CREATED 16 AUG 76          PAGE  15

VAR007     WEIGHT
   CODE
         I
  125.00 *** (      1)
         I
         I
  135.00 *** (      1)
         I
         I
  140.00 *** (      1)
         I
         I
  142.00 *** (      1)
         I
         I
  145.00 *** 1      1)
         I
         I
  148.00 *** (      1)
         I
         I
  150.00 ******** 1      3)
         I
         I
  153.00 *** (      1)
         I
         I
  155.00 *** (      1)
         I
         I
  157.00 ****** (      2)
         I
         I
  160.00 ******** (      3)
         I
         I
  162.00 *** 1      1)
         I
         I
  165.00 ******************************* (     12)
         I
         I
  166.00 *** (      1)
         I
         I
  168.00 ******** (      3)
         I
         I
  170.00 ******************************************** (     17)
         I
         I
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  18
  158.00 **** (      3)
         I
         I
  160.00 ******************** (     19)
         I
         I
  162.00 *** (      2)
         I
         I
  163.00 *** (      2)
         I
         I
  165.00 ************************** (     24)
         I
         I
  166.00 ** (      1)
         I
         I
  167.00 *** (      2)
         I
         I
  168.00 ******* (      6)
         I
         I
  169.00 ** (      1)
         I
         I
  170.00 ******************************* (     29)
         I
         I
  172.00 ** (      1)
         I
         I
  173.00 **** (      3)
         I
         I
  174.00 ** (      1)
         I
         I
  175.00 *************************** (     25)
         I
         I
  176.00 ** (      1)
         I
         I
  177.00 ** (      1)
         I
         I
  178.00 ***** (      4)
         I
         I
  180.00 ****************************** (     28)
         I
         I
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  15
  175.00 ********************** (      4)
         I
         I
  180.00 **************************** (      5)
         I
         I
  182.00 ****** (      1)
         I
         I
  185.00 ****** (      1)
         I
         I
  188.00 ****** (      1)
         I
         I
  190.00 **************************** (      5)
         I
         I
  192.00 ****** (      1)
         I
         I
  195.00 *********** (      2)
         I
         I
  200.00 ***************** (      3)
         I
         I
  205.00 ****** (      1)
         I
         I
  210.00 ****** (      1)
         I
         I
  215.00 ***************** (      3)
         I
         I
  220.00 *********** (      2)
         I
         I
  230.00 ****** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         2         4         6         8        10
         FREQUENCY

MEAN         172.803     STD ERR        2.738     MEDIAN       170.125
MODE         180.000     STD DEV       23.073     VARIANCE     532.361
KURTOSIS       -.451     SKEWNESS        .443     RANGE         95.000
MINIMUM      135.000     MAXIMUM      230.000     SUM        12269.000
C.V. PCT      13.352     .95 C.I.     167.342           TO     178.264

VALID CASES       71     MISSING CASES      0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  15
  169.00 *** (      1)
         I
         I
  170.00 ********************** (      8)
         I
         I
  174.00 *** (      1)
         I
         I
  175.00 *********************************** (     13)
         I
         I
  176.00 *** (      1)
         I
         I
  178.00 ****** (      2)
         I
         I
  180.00 ************************* (      9)
         I
         I
  182.00 *** (      1)
         I
         I
  185.00 ********************** (      8)
         I
         I
  187.00 ****** (      2)
         I
         I
  189.00 *** (      1)
         I
         I
  190.00 **************************** (     10)
         I
         I
  191.00 *** (      1)
         I
         I
  195.00 ************** (      5)
         I
         I
  200.00 ***************** (      6)
         I
         I
  205.00 ****** (      2)
         I
         I
  210.00 *********** (      4)
         I
         I
  215.00 ******** (      3)
         I
         I
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE  1
  172.00 *** (      1)
         I
         I
  175.00 ********************** (      8)
         I
         I
  177.00 *** (      1)
         I
         I
  178.00 ****** (      2)
         I
         I
  180.00 *************************************** (     14)
         I
         I
  182.00 *** (      1)
         I
         I
  185.00 ************************* (      9)
         I
         I
  187.00 *** (      1)
         I
         I
  190.00 *********** (      4)
         I
         I
  191.00 *** (      1)
         I
         I
  193.00 *** (      1)
         I
         I
  194.00 *** (      1)
         I
         I
  195.00 ******** (      3)
         I
         I
  197.00 *** (      1)
         I
         I
  198.00 *** (      1)
         I
         I
  200.00 ***************** (      6)
         I
         I
  204.00 *** (      1)
         I
         I
  205.00 ******** (      3)
         I
         I
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  16

 182.00 **** (      3)
        I
        I
 185.00 ******************** (     18)
        I
        I
 187.00 **** (      3)
        I
        I
 188.00 ** (      1)
        I
        I
 189.00 ** (      1)
        I
        I
 190.00 ********************* (     19)
        I
        I
 191.00 *** (      2)
        I
        I
 192.00 ** (      1)
        I
        I
 193.00 ** (      1)
        I
        I
 194.00 ** (      1)
        I
        I
 195.00 ************ (     10)
        I
        I
 197.00 ** (      1)
        I
        I
 198.00 ** (      1)
        I
        I
 200.00 ***************** (     15)
        I
        I
 204.00 ** (      1)
        I
        I
 205.00 ******* (      6)
        I
        I
 208.00 ** (      1)
        I
        I
 210.00 ********** (      9)
        I
        .
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE  16
     218.00 ****** (      2)
            I
            I
     220.00 ************* (      5)
            I
            I
     224.00 *** (      1)
            I
            I
     230.00 *** (      1)
            I
            I
     240.00 *** (      1)
            I
            I
          0 ****** (      2)
   (MISSING) I
            I
            I.........I.........I.........I.........I.........I
            0         4         8         12        16        20
            FREQUENCY

   MEAN          181.746      STD ERR        1.962      MEDIAN       179.611
   MODE          175.000      STD DEV       21.672      VARIANCE     469.662
   KURTOSIS         .978      SKEWNESS        .722      RANGE        125.000
   MINIMUM       135.000      MAXIMUM      260.000      SUM        22173.000
   C.V. PCT       11.924      .95 C.I.     177.861           TO      185.630

   VALID CASES      122       MISSING CASES     2
```

```
16 AUG 76        FILE - 05151413 - CREATED 16 AUG 76          PAGE  17
  208.00 *** (      1)
         I
         I
  210.00 *********** (      4)
         I
         I
  215.00 ******** (      3)
         I
         I
  222.00 *** (      1)
         I
         I
  225.00 ****** (      2)
         I
         I
  230.00 *** (      1)
         I
         I
  245.00 *** (      1)
         I
         I
  250.00 *** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         4         8         12        16        20
         FREQUENCY

MEAN          180.285      STD ERR        1.816      MEDIAN       178.250
MODE          170.000      STD DEV       21.248      VARIANCE     451.468
KURTOSIS         .883      SKEWNESS        .568      RANGE        125.000
MINIMUM       125.000      MAXIMUM      250.000      SUM        22175.000
C.V. PCT       11.786      .95 C.I.     176.492           TO      184.077

VALID CASES      123       MISSING CASES     0
```

```
16 AUG 76          FILE = COMBINED - CREATED 16 AUG 76 .          PAGE  2C
  215.00 ********** (      9)
          I
          I
  218.00 *** (      2)
          I
          I
  220.00 ******** (      7)
          I
          I
  222.00 ** (      1)
          I
          I
  224.00 ** (      1)
          I
          I
  225.00 *** (      2)
          I
          I
  230.00 *** (      2)
          I
          I
  245.00 ** (      1)
          I
          I
  250.00 *** (      2)
          I
          I
  260.00 ** (      1)
          I
          I
       0 *** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          179.168      STD ERR         1.240      MEDIAN         175.420
MODE          170.000      STD DEV        22.040      VARIANCE       485.759
KURTOSIS         .580      SKEWNESS         .541      RANGE          135.000
MINIMUM       125.000      MAXIMUM       260.000      SUM          56617.000
C.V. PCT       12.301      .95 C.I.      176.728            TO     181.607

VALID CASES      316       MISSING CASES        2
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76           PAGE  22

VAR008     RACE
     CODE
          I
     1.00 * (        1)
          I  AMERICAN INDIAN
          I
     2.00 * (        3)
          I  BLACK
          I
     3.00 * (        2)
          I  ORIENTAL
          I
     4.00 * (        4)
          I  SPANISH AMERICAN
          I
     5.00 ******************************** (    308)
          I  WHITE
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN            4.934      STD ERR         .023      MEDIAN          4.984
MODE            5.000      STD DEV         .411      VARIANCE         .169
KURTOSIS       51.524      SKEWNESS      -7.009      RANGE           4.000
MINIMUM         1.000      MAXIMUM        5.000      SUM          1569.000
C.V. PCT        8.335      .95 C.I.       4.889           TO         4.979

VALID CASES       318      MISSING CASES      0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76              PAGE  18

VAR008     RACE
     CODE
          I
     4.00 * (        1)
          I  SPANISH AMERICAN
          I
     5.00 ******************************** (    123)
          I  WHITE
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            4.992      STD ERR         .008      MEDIAN          4.996
MODE            5.000      STD DEV         .090      VARIANCE         .008
KURTOSIS      119.008      SKEWNESS     -11.000      RANGE           1.000
MINIMUM         4.000      MAXIMUM        5.000      SUM           619.000
C.V. PCT        1.799      .95 C.I.       4.976           TO         5.008

VALID CASES       124      MISSING CASES      0
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76           PAGE  17

VAR008     RACE
     CODE
          I
     1.00 ** (        1)
          I  AMERICAN INDIAN
          I
     2.00 ** (        1)
          I  BLACK
          I
     3.00 ** (        1)
          I  ORIENTAL
          I
     5.00 ********************************** (     68)
          I  WHITE
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            4.873      STD ERR         .075      MEDIAN          4.978
MODE            5.000      STD DEV         .631      VARIANCE         .398
KURTOSIS       20.951      SKEWNESS      -5.058      RANGE           4.000
MINIMUM         1.000      MAXIMUM        5.000      SUM           346.000
C.V. PCT       12.945      .95 C.I.       4.724           TO         5.023

VALID CASES        71      MISSING CASES      0
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76              PAGE  19

VAR008     RACE
     CODE
          I
     2.00 ** (        2)
          I  BLACK
          I
     3.00 * (        1)
          I  ORIENTAL
          I
     4.00 ** (        3)
          I  SPANISH AMERICAN
          I
     5.00 ****************************** (    117)
          I  WHITE
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            4.911      STD ERR         .040      MEDIAN          4.974
MODE            5.000      STD DEV         .444      VARIANCE         .197
KURTOSIS       30.891      SKEWNESS      -5.510      RANGE           3.000
MINIMUM         2.000      MAXIMUM        5.000      SUM           604.000
C.V. PCT        9.035      .95 C.I.       4.831           TO         4.990

VALID CASES       123      MISSING CASES      0
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  25

VAR009     TIME WITH PRESENT ORG
     CODE
          I
     1.00 ********************* (      81
          I
          I
     2.00 ********************* (      8)
          1
          I
     3.00 ********************* (      8)
          I
          I
     4.00 *** (      11
          I
          I
     5.00 ***************************** (     11)
          I
          I
     6.00 **************** (      6)
          I
          I
     7.00 ********************* (      8)
          1
          I
     8.00 ****************** (      7)
          1
          1
     9.00 *********************** (      9)
          I
          I
    10.00 ************************** (     I0)
          I
          1
    11.00 ************* (      51
          I
          I
    12.00 ************************** (     10)
          I
          I
    13.00 ********************* (      8)
          I
          I
    14.00 ************************** (     I0)
          I
          I
    15.00 ******************************* (     I2)
          I
          I
    16.00 ************************************* (     I4)
          I
          I
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76          PAG

VAR009     TIME WITH PRESENT ORG
     CODE
          I
     1.00 ***************** (      3)
          I
          I
     2.00 ****** (      1)
          I
          I
     3.00 ***************** (      3)
          I
          I
     4.00 ****** (      1)
          I
          I
     5.00 ***************** (      31
          I
          I
     6.00 ****** (      1)
          I
          I
     7.00 ****** (      1)
          I
          I
     9.00 ****** (      I)
          I
          I
    10.00 ***************** (      3)
          I
          I
    11.00 ************ (      ?1
          I
          I
    12.00 **************************************** (      71
          I
          I
    13.00 ****** (      11
          I
          I
    14.00 ***************** (      3)
          I
          I
    15.00 *********************************** (      6)
          I
          I
    16.00 ***************** (      3)
          I
          I
    17.00 ***************** (      31
          I
          I
```

```
16 AUG 76          FILE - SUPER     - CREATED 16 AUG 76          PAGE  20

VAR009     TIME WITH PRESENT ORG
     CODE
          I
     1.00 *********************** (      4)
          I
          I
     2.00 **************************************** (      7)
          I
          I
     5.00 ***************************** (      5)
          I
          I
     6.00 ****** (      11
          I
          I
     7.00 ****** (      1)
          I
          I
     8.00 ************ (      2)
          I
          I
     9.00 ************ (      2)
          I
          I
    10.00 ****** (      1)
          I
          I
    11.00 ****** (      1)
          I
          I
    12.00 ****** (      1)
          I
          1
    13.00 ***************** (      3)
          I
          I
    15.00 ************ (      2)
          I
          I
    16.00 ************ (      2)
          1
          I
    17.00 ************ (      2)
          I
          I
    19.00 ***************** (      31
          I
          I
    20.00 ***************** (      31
          I
          I
```

```
16 AUG 76          FILE - 03151413 - CREATED 16 AUG 76          PAGE

VAR009     TIME WITH PRESENT ORG
     CODE
          I
     1.00 ****** (      1)
          I
          I
     3.00 ***************************** (      5)
          I
          I
     5.00 ***************** (      3)
          I
          I
     6.00 *********************** (      4)
          I
          I
     7.00 **************************************** (      61
          I
          I
     8.00 ***************************** (      5)
          I
          I
     9.00 *********************************** (      6)
          I
          I
    10.00 *********************************** (      6)
          I
          I
    11.00 ************ (      2)
          I
          I
    12.00 ************ (      21
          I
          I
    13.00 *********************** (      4)
          I
          I
    14.00 **************************************** (      7)
          I
          I
    15.00 *********************** (      4)
          I
          I
    16.00 **************************************************** (      9)
          I
          I
    17.00 *********************** (      4)
          I
          I
    18.00 ***************************** (      5)
          I
          I
```

```
(6 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  20
  (7.00 ************************* (     91
        I
        I
  (8.00 ***************** (     6(
        I
        I
  (9.08 ******************** (     7(
        I
        I
  20.00 ****************************************** (     15(
     .  I
        I
  21.00 *********************** (     81
        I
        I
  22.00 ********************************** (     121
        I
        I
  23.00 ******************** (     7(
        I
        I
  24.00 ************************************* (     131
        I
        I
  25.00 ************************************************ (     17)
        I
        I
  26.00 ********************************** (     12)
        I
        I
  27.00 ************************* (     91
        I
        I
  28.00 ********************************** (     12(
        I
        I
  29.00 ************ (     4)
        I
        I
  30.00 ************** (     5)
        I
        I
  31.00 ****** (     2)
        1
        I
  32.00 ******** (     3)
        I
        1
  33.00 ************** (     5)
        I
        I
  34.00 ************ (     41
        1
        '
```

```
(6 AUG 76          FILE - SUPER    - CREATED (6 AUG 76          PAGE  2(
  21.00 ****** (     1)
        I
        I
  22.00 ***************************** (     5)
        I
        I
  23.00 ************ (     2)
        I
        I
  24.00 ********************************************** (     8)
        I
        I
  25.00 ***************** (     3)
        I
        I
  26.00 *********************** (     4(
        I
        I
  27.00 ****** (     1)
        I
        I
  28.00 ************ (     21
        I
        I
  29.00 ****** (     1(
        I
        I
  32.00 ************ (     2(
        I
        I
  34.00 ****** (     1(
        I
        I
  41.00 ****** (     ()
        I
        I
        I.........I.........I.........I.........I.........I
        0         2         4         6         8        (0
        FREQUENCY

MEAN          16.535      STD ERR       1.(82      MEDIAN        (9.000
MODE          24.000      STD DEV       9.960      VARIANCE      99.195
KURTOSIS      -.949       SKEWNESS      -.078      RANGE         40.000
MINIMUM       (.000       MAXIMUM      41.000      SUM         ((74.000
C.V. PCT      60.233      .95 C.I.     (4.178           TO        (8.893

VALID CASES       7(      MISSING CASES     0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  22
  (8.00 ****** (     1(
        I
        I
  19.00 ****** (     T)
        I
        I
  20.00 *********************************** (     61
        I
        I
  21.00 ************ (     2)
        I
        I
  22.00 *********************** (     81
        I
        I
  23.00 ****** (     1(
        I
        I
  24.00 ***************** (     3)
        I
        I
  25.00 ********************************************** (     81
        I
        I
  26.00 *********************************** (     6)
        I
        I
  27.00 ********************************************** (     8)
        I
        I
  28.00 ***************************************** (     7(
        I
        I
  29.00 ************ (     2)
        I
        I
  30.00 ************ (     21
        I
        I
  32.00 ****** (     T1
        I
        I
  33.00 ***************** (     3)
        I
        I
  34.00 ****** (     T1
        I
        I
  35.00 *********************** (     41
        I
        I
  36.00 ***************** (     3)
        I
        I
```

```
16 AUG 76          FILE - GB151415 - CREATED 16 AUG 76          PAGE  23
  19.00 ***************** (     3)
        I
        I
  20.00 *********************************** (     6(
        I
        I
  21.00 ***************************** (     5(
        I
        I
  22.00 ***************** (     31
        I
        I
  23.00 *********************** (     4)
        I
        I
  24.00 ************ (     2(
        I
        I
  25.00 *********************************** (     61
        I
        I
  26.00 ************ (     21
        I
        I
  28.00 ***************** (     3)
        I
        I
  29.00 ****** (     1(
        I
        I
  30.00 ***************** (     3(
        I
        I
  3(.00 ************ (     2(
        I
        I
  33.00 ************ (     2(
        I
        I
  34.00 ************ (     2(
        I
        I
  35.00 ************ (     2)
        I
        I
  36.00 ****** (     (1
        I
        I
  39.00 ****** (     1(
        I
        I
  45.00 ****** (     ((
        I
        I
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  27

   35.00 **************** (      6)
         I
         I
   36.00 *********** (      4)
         I
         I
   37.00 ****** (      2)
         I
         I
   38.00 *********** (      4)
         I
         I
   39.00 *********** (      4)
         I
         I
   40.00 ****** (      2)
         I
         I
   41.00 ****** (      2)
         I
         I
   42.00 ****** (      2)
         I
         I
   44.00 ****** (      2)
         I
         I
   45.00 ****** (      2)
         I
         I
   46.00 *** (      1)
         I
         I
   50.00 *** (      1)
         I
         I
   70.00 *** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         4         8         12        16        20
         FREQUENCY

MEAN         19.575     STD ERR       .621     MEDIAN      19.633
MODE         25.000     STD DEV     11.072     VARIANCE   122.598
KURTOSIS       .544     SKEWNESS      .506     RANGE       69.000
MINIMUM       1.000     MAXIMUM     70.000     SUM       6225.000
C.V. PCT     56.563     .95 C.I.    18.354         TO      20.797

VALID CASES     318     MISSING CASES    0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  2

   37.00 *********** (      2)
         I
         I
   38.00 ********************* (      4)
         I
         I
   39.00 **************** (      3)
         I
         I
   40.00 *********** (      2)
         I
         I
   41.00 ****** (      1)
         I
         I
   42.00 *********** (      2)
         I
         I
   44.00 *********** (      2)
         I
         I
   45.00 ****** (      1)
         I
         I
   46.00 ****** (      1)
         I
         I
   50.00 ****** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         2         4         6         8         10
         FREQUENCY

MEAN         23.331     STD ERR      1.035     MEDIAN      24.750
MODE         25.000     STD DEV     11.526     VARIANCE   132.841
KURTOSIS      -.689     SKEWNESS     -.012     RANGE       49.000
MINIMUM       1.000     MAXIMUM     50.000     SUM       2893.000
C.V. PCT     49.401     .95 C.I.    21.282         TO      25.379

VALID CASES     124     MISSING CASES    0
```

```
16 AUG 76          FILE - 08151413 - CREATED 16 AUG 76          PAGE  24

   70.00 ****** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0         2         4         6         8         10
         FREQUENCY

MEAN         17.545     STD ERR       .919     MEDIAN      16.222
MODE         16.000     STD DEV     10.190     VARIANCE   103.840
KURTOSIS      4.482     SKEWNESS     1.393     RANGE       69.000
MINIMUM       1.000     MAXIMUM     70.000     SUM       2158.000
C.V. PCT     58.081     .95 C.I.    15.726         TO      19.364

VALID CASES     123     MISSING CASES    0
```

```
UG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  29

10    LAST LEVEL EDUCATION
 CODE
      I
 1.00 ********* (     27)
      I  HIGH SCHOOL DIPLOMA
      I
 2.00 ************* (     43)
      I  BA
      I
 3.00 ****************************** (     102)
      I  BS
      I
 4.00 ********* (     28)
      I  MBA
      I
 5.00 ** (     4)
      I  MPA
      I
 6.00 *********************** (     80)
      I  MASTERS
      I
 7.00 ********** (     31)
      I  DOCTORATE
      I
 8.00 ** (     2)
      I  LLB
      I
    0 * (     1)
SING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY

        3.987     STD ERR       .107     MEDIAN        3.368
        3.000     STD DEV      1.909     VARIANCE      3.645
OSIS   -1.254     SKEWNESS      .217     RANGE         7.000
MUM     1.000     MAXIMUM      8.000     SUM        1264.000
 PCT   47.883     .95 C.I.     3.776           TO      4.198

D CASES    317     MISSING CASES     1
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE  25

VAR010    LAST LEVEL EDUCATION
     CODE
          I
     1.00 ********* (     8)
          I  HIGH SCHOOL DIPLOMA
          I
     2.00 ************************** (     25)
          I  BA
          I
     3.00 ************************************************ (     47)
          I  BS
          I
     4.00 ****************** (     18)
          I  MBA
          I
     5.00 ** (     1)
          I  MPA
          I
     6.00 ************** (     14)
          I  MASTERS
          I
     7.00 *********** (     10)
          I  DOCTORATE
          I
     8.00 ** (     1)
          I  LLB
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.532     STD ERR       .153     MEDIAN        3.117
MODE           3.000     STD DEV      1.699     VARIANCE      2.885
KURTOSIS       -.204     SKEWNESS      .824     RANGE         7.000
MINIMUM        1.000     MAXIMUM      8.000     SUM         438.000
C.V. PCT      48.087     .95 C.I.     3.230           TO      3.834

VALID CASES     124      MISSING CASES     0
```

```
AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  23

IS    LAST LEVEL EDUCATION
 CODE
      I
 1.00 *** (     2)
      I  HIGH SCHOOL DIPLOMA
      I
 2.00 ********* (     8)
      I  BA
      I
 3.00 ****************** (     17)
      I  BS
      I
 4.00 *** (     2)
      I  MBA
      I
 5.00 *** (     2)
      I  MPA
      I
 6.00 ************************ (     22)
      I  MASTERS
      I
 7.00 ****************** (     16)
      I  DOCTORATE
      I
 8.00 ** (     1)
      I  LLB
      I
    0 ** (     1)
SSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY

N        4.843     STD ERR       .235     MEDIAN        5.682
E        6.000     STD DEV      1.968     VARIANCE      3.873
TOSIS   -1.392     SKEWNESS     -.342     RANGE         7.000
IMUM     1.000     MAXIMUM      8.000     SUM         339.000
. PCT   40.640     .95 C.I.     4.374           TO      5.312

ID CASES     70     MISSING CASES     1
```

```
16 AUG 76        FILE - G8151813 - CREATED 16 AUG 76          PAGE  26

VAR010    LAST LEVEL EDUCATION
     CODE
          I
     1.00 ****************** (     17)
          I  HIGH SCHOOL DIPLOMA
          I
     2.00 *********** (     10)
          I  BA
          I
     3.00 *************************************** (     38)
          I  BS
          I
     4.00 ********* (     8)
          I  MBA
          I
     5.00 ** (     1)
          I  MPA
          I
     6.00 ********************************************* (     44)
          I  MASTERS
          I
     7.00 ****** (     5)
          I  DOCTORATE
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.959     STD ERR       .174     MEDIAN        3.408
MODE           6.000     STD DEV      1.927     VARIANCE      3.711
KURTOSIS      -1.395     SKEWNESS     -.039     RANGE         6.000
MINIMUM        1.000     MAXIMUM      7.000     SUM         487.000
C.V. PCT      48.657     .95 C.I.     3.615           TO      4.303

VALID CASES     123      MISSING CASES     0
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  31

VAR011     MAJOR
     CODE
          I
     1.00 ********************************** (    131)
          I  HARD SCIENCE - ENGIN
          I
     2.00 ************* (    49)
          I  HARD SCIENCE - OTHER
          I
     3.00 ************** (    52)
          I  SOFT SCIENCE
          I
     4.00 ****************** (    67)
          I  BUSINESS
          I
     5.00 ** (     4)
          I  OVERLAPPING FIELDS
          I
     6.00 ** (     2)
          I  MISCELLANEOUS FIELDS
          I
     7.00 * (     1)
          I  GT HIGH SCHOOL BUT L
          I
        0 **** (    12)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.261     STD ERR        .075     MEDIAN         1.949
MODE          1.000     STD DEV       1.310     VARIANCE       1.715
KURTOSIS      -.675     SKEWNESS       .588     RANGE          6.000
MINIMUM       1.000     MAXIMUM       7.000     SUM          692.000
C.V. PCT     57.910     .95 C.I.      2.114          TO        2.409

VALID CASES     306     MISSING CASES    12
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR011     MAJOR
     CODE
          I
     1.00 ********************************** (    34)
          I  HARD SCIENCE - ENGIN
          I
     2.00 ************* (    12)
          I  HARD SCIENCE - OTHER
          I
     3.00 ******************************** (    32)
          I  SOFT SCIENCE
          I
     4.00 ************************************** (    38)
          I  BUSINESS
          I
     5.00 ** (     1)
          I  OVERLAPPING FIELDS
          I
     6.00 *** (     2)
          I  MISCELLANEOUS FIELDS
          I
     7.00 ** (     1)
          I  GT HIGH SCHOOL BUT L
          I
        0 ***** (     4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.750     STD ERR        .123     MEDIAN         2.9
MODE          4.000     STD DEV       1.349     VARIANCE       1.8
KURTOSIS      -.464     SKEWNESS       .152     RANGE          6.0
MINIMUM       1.000     MAXIMUM       7.000     SUM          330.0
C.V. PCT     49.048     .95 C.I.      2.506          TO        2.9

VALID CASES     120     MISSING CASES     4
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  25

VAR011     MAJOR
     CODE
          I
     1.00 ************************** (    25)
          I  HARD SCIENCE - ENGIN
          I
     2.00 ******************** (    19)
          I  HARD SCIENCE - OTHER
          I
     3.00 ************** (    13)
          I  SOFT SCIENCE
          I
     4.00 ************** (    13)
          I  BUSINESS
          I
        0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.200     STD ERR        .134     MEDIAN         2.026
MODE          1.000     STD DEV       1.124     VARIANCE       1.264
KURTOSIS     -1.217     SKEWNESS       .402     RANGE          3.000
MINIMUM       1.000     MAXIMUM       4.000     SUM          154.000
C.V. PCT     51.099     .95 C.I.      1.932          TO        2.468

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76          FILE - 08151413 - CREATED 16 AUG 76          PAGE

VAR011     MAJOR
     CODE
          I
     1.00 ************************************* (    72)
          I  HARD SCIENCE - ENGIN
          I
     2.00 ********** (    18)
          I  HARD SCIENCE - OTHER
          I
     3.00 ***** (     7)
          I  SOFT SCIENCE
          I
     4.00 ********* (    16)
          I  BUSINESS
          I
     5.00 *** (     3)
          I  OVERLAPPING FIELDS
          I
        0 ***** (     7)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.793     STD ERR        .111     MEDIAN         1.30
MODE          1.000     STD DEV       1.198     VARIANCE       1.43
KURTOSIS       .153     SKEWNESS      1.257     RANGE          4.00
MINIMUM       1.000     MAXIMUM       5.000     SUM          208.00
C.V. PCT     66.809     .95 C.I.      1.573          TO        2.01

VALID CASES     116     MISSING CASES     7
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  33

VAR012     MARITAL STATUS
     CODE
           I
      1.00 ** (      18)
           I  DIVORCED
           I
      2.00 *** (     24)
           I  DIVORCED AND REMARRI
           I
      3.00 *************************** (    274)
           I  MARRIED
           I
      4.00 * (       4)
           I  SINGLE
           I
      5.00 * (       2)
           I  WIDOW OR WIDOWER
           I
           I.........I.........I.........I.........I.........I
           0        100       200       300       400       500
           FREQUENCY

MEAN           2.862       STD ERR         .029       MEDIAN          2.942
MODE           3.000       STD DEV         .521       VARIANCE         .271
KURTOSIS       6.910       SKEWNESS      -1.780       RANGE           4.000
MINIMUM        1.000       MAXIMUM        5.000       SUM           910.000
C.V. PCT      18.192       .95 C.I.       2.804             TO        2.919

VALID CASES      318       MISSING CASES      0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  29

VAR012     MARITAL STATUS
     CODE
           I
      1.00 ** (       4)
           I  DIVORCED
           I
      2.00 ***** (     14)
           I  DIVORCED AND REMARRI
           I
      3.00 ***************************** (    106)
           I  MARRIED
           I
           I.........I.........I.........I.........I.........I
           0        40        80        120       160       200
           FREQUENCY

MEAN           2.823       STD ERR         .041       MEDIAN          2.915
MODE           3.000       STD DEV         .461       VARIANCE         .212
KURTOSIS       6.222       SKEWNESS      -2.624       RANGE           2.000
MINIMUM        1.000       MAXIMUM        3.000       SUM           350.000
C.V. PCT      16.319       .95 C.I.       2.741             TO        2.904

VALID CASES      124       MISSING CASES      0
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  27

VAR012     MARITAL STATUS
     CODE
           I
      1.00 ** (       1)
           I  DIVORCED
           I
      2.00 ** (       2)
           I  DIVORCED AND REMARRI
           I
      3.00 ********************************** (     66)
           I  MARRIED
           I
      5.00 ** (       2)
           I  WIDOW OR WIDOWER
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80        100
           FREQUENCY

MEAN           3.000       STD ERR         .053       MEDIAN          2.992
MODE           3.000       STD DEV         .447       VARIANCE         .200
KURTOSIS      15.112       SKEWNESS        .965       RANGE           4.000
MINIMUM        1.000       MAXIMUM        5.000       SUM           213.000
C.V. PCT      14.907       .95 C.I.       2.894             TO        3.106

VALID CASES       71       MISSING CASES      0
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE  30

VAR012     MARITAL STATUS
     CODE
           I
      1.00 *** (       9)
           I  DIVORCED
           I
      2.00 *** (       8)
           I  DIVORCED AND REMARRI
           I
      3.00 **************************** (    102)
           I  MARRIED
           I
      4.00 ** (       4)
           I  SINGLE
           I
           I.........I.........I.........I.........I.........I
           0        40        80        120       160       200
           FREQUENCY

MEAN           2.821       STD ERR         .054       MEDIAN          2.934
MODE           3.000       STD DEV         .601       VARIANCE         .361
KURTOSIS       3.997       SKEWNESS      -1.958       RANGE           3.000
MINIMUM        1.000       MAXIMUM        4.000       SUM           347.000
C.V. PCT      21.303       .95 C.I.       2.714             TO        2.928

VALID CASES      123       MISSING CASES      0
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  35

VAR013    TIMES MARRIED
     CODE
          I
     1.00 *************************** (    270)
          I
          I
     2.00 ***** (     37)
          I
          I
     3.00 * (      2)
          I
          I
        0 ** (      9)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN          1.133     STD ERR       .020     MEDIAN       1.072
MODE          1.000     STD DEV       .358     VARIANCE      .128
KURTOSIS      5.952     SKEWNESS     2.581     RANGE        2.000
MINIMUM       1.000     MAXIMUM      3.000     SUM        350.000
C.V. PCT     31.640     .95 C.I.     1.093          TO      1.173

VALID CASES     309     MISSING CASES    9
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR013    TIMES MARRIED
     CODE
          I
     1.00 ****************************************************** (
          I
          I
     2.00 ************* (     23)
          I
          I
     3.00 ** (      1)
          I
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.203     STD ERR       .038     MEDIAN       1.1
MODE          1.000     STD DEV       .424     VARIANCE      .1
KURTOSIS      2.084     SKEWNESS     1.794     RANGE        2.0
MINIMUM       1.000     MAXIMUM      3.000     SUM        148.0
C.V. PCT     35.227     .95 C.I.     1.129          TO      1.2

VALID CASES     123     MISSING CASES    1
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  29

VAR013    TIMES MARRIED
     CODE
          I
     1.00 ******************************** (     64)
          I
          I
     2.00 **** (      5)
          I
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.072     STD ERR       .031     MEDIAN       1.039
MODE          1.000     STD DEV       .261     VARIANCE      .068
KURTOSIS      8.878     SKEWNESS     3.298     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM         74.000
C.V. PCT     24.351     .95 C.I.     1.010          TO      1.135

VALID CASES      69     MISSING CASES    2
```

```
16 AUG 76          FILE - 03151413 - CREATED 16 AUG 76          PAGE

VAR013    TIMES MARRIED
     CODE
          I
     1.00 ***************************** (    107)
          I
          I
     2.00 *** (      9)
          I
          I
     3.00 * (      1)
          I
          I
        0 *** (      6)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.094     STD ERR       .030     MEDIAN       1.04
MODE          1.000     STD DEV       .321     VARIANCE      .10
KURTOSIS     12.746     SKEWNESS     3.535     RANGE        2.00
MINIMUM       1.000     MAXIMUM      3.000     SUM        128.00
C.V. PCT     29.357     .95 C.I.     1.035          TO      1.15

VALID CASES     117     MISSING CASES    6
```

```
6 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  37

AR141    SON
  CODE
         I
     1.  *************************** (   108)
         I
         I
     2.  ******************** (    81)
         I
         I
     3.  ********* (    32)
         I
         I
     4.  ***** (    16)
         I
         I
     5.  ** (     3)
         I
         I
     6.  ** (     2)
         I
         I
     0   ******************** (    76)
ISSING)  I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

EAN           1.888    STD ERR       .067    MEDIAN       1.660
ODE           1.000    STD DEV      1.039    VARIANCE     1.079
URTOSIS       1.608    SKEWNESS     1.293    RANGE        5.000
INIMUM        1.000    MAXIMUM      6.000    SUM        457.000
.V. PCT      55.001    .95 C.I.     1.757         TO      2.020

ALID CASES     242     MISSING CASES    76
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE  33

VAR141    SON
  CODE
         I
     1.  ****************************************** (    42)
         I
         I
     2.  ********************************* (    33)
         I
         I
     3.  ************* (    12)
         I
         I
     4.  ********* (     8)
         I
         I
     5.  ** (     1)
         I
         I
     6.  ** (     1)
         I
         I
     0   *************************** (    27)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          1.928    STD ERR       .109    MEDIAN       1.697
MODE          1.000    STD DEV      1.073    VARIANCE     1.151
KURTOSIS      1.038    SKEWNESS     1.263    RANGE        5.000
MINIMUM       1.000    MAXIMUM      6.000    SUM        187.000
C.V. PCT     55.650    .95 C.I.     1.712         TO      2.144

VALID CASES     97     MISSING CASES    27
```

```
6 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  31

AR141    SON
  CODE
         I
     1.  ********************** (    22)
         I
         I
     2.  ******************* (    19)
         I
         I
     3.  ************** (    13)
         I
         I
     4.  **** (     3)
         I
         I
     5.  ** (     1)
         I
         I
     0   ************** (    13)
ISSING)  I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

EAN           2.000    STD ERR       .130    MEDIAN       1.868
ODE           1.000    STD DEV       .991    VARIANCE      .982
URTOSIS        .033    SKEWNESS      .763    RANGE        4.000
INIMUM        1.000    MAXIMUM      5.000    SUM        116.000
.V. PCT      49.559    .95 C.I.     1.739         TO      2.261

ALID CASES      58     MISSING CASES    13
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76        PAGE  34

VAR141    SON
  CODE
         I
     1.  ******************************************** (    44)
         I
         I
     2.  ***************************** (    29)
         I
         I
     3.  ******** (     7)
         I
         I
     4.  ****** (     5)
         I
         I
     5.  ** (     1)
         I
         I
     6.  ** (     1)
         I
         I
     0   ************************************ (    36)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          1.770    STD ERR       .111    MEDIAN       1.489
MODE          1.000    STD DEV      1.031    VARIANCE     1.063
KURTOSIS      3.063    SKEWNESS     1.487    RANGE        5.000
MINIMUM       1.000    MAXIMUM      6.000    SUM        154.000
C.V. PCT     58.241    .95 C.I.     1.550         TO      1.990

VALID CASES     87     MISSING CASES    36
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  39

VAR142    DAUGHTER
   CODE
          I
      1.  ******************************** (   120)
          I
          I
      2.  ********************* (    76)
          I
          I
      3.  ************* (    44)
          I
          I
      4.  **** (    13)
          I
          I
      5.  ** (     4)
          I
          I
      7.  * (     1)
          I
          I
      0   ***************** (    60)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.872      STD ERR        .064      MEDIAN         1.618
MODE          1.000      STD DEV       1.030      VARIANCE       1.061
KURTOSIS      2.737      SKEWNESS      1.306      RANGE          6.000
MINIMUM       1.000      MAXIMUM       7.000      SUM          483.000
C.V. PCT     55.032      .95 C.I.      1.746           TO        1.998

VALID CASES     258      MISSING CASES    60
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  3

VAR142    DAUGHTER
   CODE
          I
      1.  *********************************************** (    42)
          I
          I
      2.  **************************************** (    36)
          I
          I
      3.  **************** (    14)
          I
          I
      4.  ******** (     7)
          I
          I
      7.  ** (     1)
          I
          I
      0   *************************** (    24)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          1.910      STD ERR        .105      MEDIAN         1.722
MODE          1.000      STD DEV       1.045      VARIANCE       1.093
KURTOSIS      4.290      SKEWNESS      1.620      RANGE          6.000
MINIMUM       1.000      MAXIMUM       7.000      SUM          191.000
C.V. PCT     54.732      .95 C.I.      1.703           TO        2.117

VALID CASES     100      MISSING CASES    24
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  33

VAR142    DAUGHTER
   CODE
          I
      1.  **************************** (    25)
          I
          I
      2.  *************** (    13)
          I
          I
      3.  ************** (    12)
          I
          I
      4.  *** (     2)
          I
          I
      5.  ***** (     4)
          I
          I
      0   ***************** (    15)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.054      STD ERR        .162      MEDIAN         1.737
MODE          1.000      STD DEV       1.212      VARIANCE       1.470
KURTOSIS       .176      SKEWNESS      1.009      RANGE          4.000
MINIMUM       1.000      MAXIMUM       5.000      SUM          115.000
C.V. PCT     59.036      .95 C.I.      1.729           TO        2.378

VALID CASES      56      MISSING CASES    15
```

```
16 AUG 76         FILE - OS151413 - CREATED 16 AUG 76          PAGE  3

VAR142    DAUGHTER
   CODE
          I
      1.  ******************************** (    53)
          I
          I
      2.  ***************** (    27)
          I
          I
      3.  *********** (    18)
          I
          I
      4.  *** (     4)
          I
          I
      0   ************* (    21)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.735      STD ERR        .088      MEDIAN         1.467
MODE          1.000      STD DEV        .889      VARIANCE        .79
KURTOSIS      -.330      SKEWNESS       .882      RANGE          3.00
MINIMUM       1.000      MAXIMUM       4.000      SUM          177.00
C.V. PCT     51.240      .95 C.I.      1.561           TO        1.91

VALID CASES     102      MISSING CASES    21
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  41

AR143     NONE
   CODE
          I
      1.  *** (       15)
          I
          I
      0   ******************************* (      303)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

EAN          1.000      STD ERR          0      MEDIAN        1.000
ODE          1.000      STD DEV          0      VARIANCE          0
NGE              0      MINIMUM      1.000      MAXIMUM       1.000
M           15.000      C.V. PCT         0      .95 C.I.      1.000
     TO      1.000

LID CASES       15      MISSING CASES  303
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  37

VAR143     NONE
   CODE
          I
      1.  ** (        3)
          I
          I
      0   ******************************* (      121)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN         1.000      STD ERR          0      MEDIAN        1.000
MODE         1.000      STD DEV          0      VARIANCE          0
RANGE            0      MINIMUM      1.000      MAXIMUM       1.000
SUM          3.000      C.V. PCT         0      .95 C.I.      1.000
     TO      1.000

VALID CASES      3      MISSING CASES  121
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  35

VAR143     NONE
   CODE
          I
      1.  ** (        2)
          I
          I
      0   ************************************* (       69)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN         1.000      STD ERR          0      MEDIAN        1.000
MODE         1.000      STD DEV          0      VARIANCE          0
RANGE            0      MINIMUM      1.000      MAXIMUM       1.000
SUM          2.000      C.V. PCT         0      .95 C.I.      1.000
     TO      1.000

VALID CASES      2      MISSING CASES   69
```

```
16 AUG 76          FILE - 08151413 - CREATED 16 AUG 76          PAGE  38

VAR143     NONE
   CODE
          I
      1.  **** (     10)
          I
          I
      0   ****************************** (      113)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN         1.000      STD ERR          0      MEDIAN        1.000
MODE         1.000      STD DEV          0      VARIANCE          0
RANGE            0      MINIMUM      1.000      MAXIMUM       1.000
SUM         10.000      C.V. PCT         0      .95 C.I.      1.000
     TO      1.000

VALID CASES     10      MISSING CASES  113
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  43

VAR015    SPOUSES EDUCATION
    CODE
         I
      1. ******* (     12)
         I  NO SPOUSE
         I
      2. **** (      6)
         I  LESS THAN 12 YEARS
         I
      3. *************************************** (     76)
         I  12 YEARS
         I
      4. ************** (     25)
         I  13 YEARS
         I
      5. ******************** (     38)
         I  14 YEARS
         I
      6. ************** (     26)
         I  15 YEARS
         I
      7. ****************************************** (     82)
         I  16 YEARS
         I
      8. ********** (     17)
         I  17 YEARS
         I
      9. ********* (     15)
         I  18 YEARS
         I
     10. ******** (     14)
         I  GREATER THAN 18 YEAR
         I
     14. ** (      1)
         I
         I
       0 **** (      6)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          5.439     STD ERR       .132     MEDIAN        5.474
MODE          7.000     STD DEV      2.333     VARIANCE      5.443
KURTOSIS      -.457     SKEWNESS      .193     RANGE        13.000
MINIMUM       1.000     MAXIMUM     14.000     SUM        1697.000
C.V. PCT     42.894     .95 C.I.     5.179            TO     5.699

VALID CASES     312     MISSING CASES     6
```

```
16 AUG 76          FILE - BUREP    - CREATED 16 AUG 76          PAGE  37

VAR015    SPOUSES EDUCATION
    CODE
         I
      1. ** (      1)
         I  NO SPOUSE
         I
      2. ** (      1)
         I  LESS THAN 12 YEARS
         I
      3. ********************** (     21)
         I  12 YEARS
         I
      4. ****** (      5)
         I  13 YEARS
         I
      5. ********* (      8)
         I  14 YEARS
         I
      6. ****** (      5)
         I  15 YEARS
         I
      7. ************ (     11)
         I  16 YEARS
         I
      8. ********** (      9)
         I  17 YEARS
         I
      9. ****** (      5)
         I  18 YEARS
         I
     10. **** (      3)
         I  GREATER THAN 18 YEAR
         I
       0 *** (      2)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          5.507     STD ERR       .285     MEDIAN        5.313
MODE          3.000     STD DEV      2.368     VARIANCE      5.607
KURTOSIS     -1.201     SKEWNESS      .198     RANGE         9.000
MINIMUM       1.000     MAXIMUM     10.000     SUM         380.000
C.V. PCT     42.995     .95 C.I.     4.938            TO     6.076

VALID CASES      69     MISSING CASES     2
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR015    SPOUSES EDUCATION
    CODE
         I
      3. ******************** (     19)
         I  12 YEARS
         I
      4. ********* (      8)
         I  13 YEARS
         I
      5. ********************** (     21)
         I  14 YEARS
         I
      6. ********** (      9)
         I  15 YEARS
         I
      7. ********************************************* (     44)
         I  16 YEARS
         I
      8. ******** (      7)
         I  17 YEARS
         I
      9. ******* (      6)
         I  18 YEARS
         I
     10. ******** (      7)
         I  GREATER THAN 18 YEAR
         I
       0 **** (      3)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          6.083     STD ERR       .178     MEDIAN        6.5
MODE          7.000     STD DEV      1.960     VARIANCE      3.8
KURTOSIS      -.665     SKEWNESS     -.003     RANGE         7.0
MINIMUM       3.000     MAXIMUM     10.000     SUM         736.0
C.V. PCT     32.229     .95 C.I.     5.730            TO     6.4

VALID CASES     121     MISSING CASES     3
```

```
16 AUG 76          FILE - 08151413 - CREATED 16 AUG 76          PAGE

VAR015    SPOUSES EDUCATION
    CODE
         I
      1. ************ (     11)
         I  NO SPOUSE
         I
      2. ****** (      5)
         I  LESS THAN 12 YEARS
         I
      3. ************************************* (     36)
         I  12 YEARS
         I
      4. ************* (     12)
         I  13 YEARS
         I
      5. ********** (      9)
         I  14 YEARS
         I
      6. ************* (     12)
         I  15 YEARS
         I
      7. **************************** (     27)
         I  16 YEARS
         I
      8. ** (      1)
         I  17 YEARS
         I
      9. ***** (      4)
         I  18 YEARS
         I
     10. ***** (      4)
         I  GREATER THAN 18 YEAR
         I
     14. ** (      1)
         I
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          4.762     STD ERR       .225     MEDIAN        4.25
MODE          3.000     STD DEV      2.480     VARIANCE      6.15
KURTOSIS       .359     SKEWNESS      .617     RANGE        13.00
MINIMUM       1.000     MAXIMUM     14.000     SUM         581.00
C.V. PCT     52.073     .95 C.I.     4.318            TO     5.20

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE  45

VAR016    DIF ORG EMP BY
    CODE
         I
    1.00 *********************** (     44)
         I
         I
    2.00 **************************** (     54)
         I
         I
    3.00 *********************************** (     67)
         I
         I
    4.00 **************************** (     53)
         I
         I
    5.00 ******************* (     36)
         I
         I
    6.00 ******** (     14)
         I
         I
    7.00 ****** (     10)
         I
         I
    8.00 ********* (     15)
         I
         I
    9.00 *** (      4)
         I
         I
   10.00 ***** (      8)
         I
         I
   11.00 *** (      3)
         I
         I
   12.00 *** (      4)
         I
         I
   13.00 ** (      1)
         I
         I
   15.00 ** (      1)
         I
         I
   20.00 ** (      2)
         I
         I
       0 ** (      2)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
MEAN          4.063     STD ERR        .162     MEDIAN         3.396
MODE          3.000     STD DEV       2.876     VARIANCE       8.269
KURTOSIS      6.051     SKEWNESS      1.973     RANGE         19.000
MINIMUM       1.000     MAXIMUM      20.000     SUM         1284.000
C.V. PCT     70.770     .95 C.I.      3.745          TO        4.382

VALID CASES     316     MISSING CASES     2
```

```
 16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76         PAGE  39

VAR016    DIF ORG EMP BY
    CODE
         I
    1.00 ************* (      5)
         I
         I
    2.00 ********************************* (     13)
         I
         I
    3.00 ************************************ (     14)
         I
         I
    4.00 ************************************ (     14)
         I
         I
    5.00 **************** (      6)
         I
         I
    6.00 **************** (      6)
         I
         I
    7.00 ******** (      3)
         I
         I
    8.00 ****************** (      7)
         I
         I
   10.00 *** (      1)
         I
         I
   13.00 *** (      1)
         I
         I
       0 *** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0         4         8        12        16        20
         FREQUENCY

MEAN          4.214     STD ERR        .286     MEDIAN         3.714
MODE          3.000     STD DEV       2.389     VARIANCE       5.707
KURTOSIS      1.350     SKEWNESS      1.093     RANGE         12.000
MINIMUM       1.000     MAXIMUM      13.000     SUM          295.000
C.V. PCT     56.697     .95 C.I.      3.645          TO        4.784

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76         PAGE  41

VAR016    DIF ORG EMP BY
    CODE
         I
    1.00 ***************************** (     28)
         I
         I
    2.00 ***************************** (     28)
         I
         I
    3.00 ***************************** (     28)
         I
         I
    4.00 **************** (     15)
         I
         I
    5.00 **************** (     15)
         I
         I
    6.00 ***** (      4)
         I
         I
    8.00 **** (      3)
         I
         I
   10.00 *** (      2)
         I
         I
   12.00 ** (      1)
         I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          3.089     STD ERR        .182     MEDIAN         2.714
MODE          1.000     STD DEV       2.024     VARIANCE       4.096
KURTOSIS      3.680     SKEWNESS      1.621     RANGE         11.000
MINIMUM       1.000     MAXIMUM      12.000     SUM          383.000
C.V. PCT     65.538     .95 C.I.      2.729          TO        3.449

VALID CASES     124     MISSING CASES     0
```

```
 16 AUG 76        FILE - 08151413 - CREATED 16 AUG 76         PAGE  42

VAR016    DIF ORG EMP BY
    CODE
         I
    1.00 ************ (     11)
         I
         I
    2.00 ************** (     13)
         I
         I
    3.00 ************************** (     25)
         I
         I
    4.00 ************************* (     24)
         I
         I
    5.00 **************** (     15)
         I
         I
    6.00 ***** (      4)
         I
         I
    7.00 ******** (      7)
         I
         I
    8.00 ****** (      5)
         I
         I
    9.00 ***** (      4)
         I
         I
   10.00 ****** (      5)
         I
         I
   11.00 **** (      3)
         I
         I
   12.00 **** (      3)
         I
         I
   15.00 ** (      1)
         I
         I
   20.00 *** (      2)
         I
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY
MEAN          4.967     STD ERR        .317     MEDIAN         4.000
MODE          3.000     STD DEV       3.507     VARIANCE      12.296
KURTOSIS      4.303     SKEWNESS      1.803     RANGE         19.000
MINIMUM       1.000     MAXIMUM      20.000     SUM          606.000
C.V. PCT     70.595     .95 C.I.      4.339          TO        5.596

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  49

VAR017    LONGEST TIME ANY ORG
   CODE
          I
    3.00 ** (      1)
          I
          I
    4.00 ** (      1)
          I
          I
    5.00 **** (      3)
          I
          I
    6.00 ***** (      4)
          I
          I
    7.00 **** (      3)
          I
          I
    8.00 *********** (     10)
          I
          I
    9.00 ************ (     11)
          I
          I
   10.00 ************* (     12)
          I
          I
   11.00 ***** (      4)
          I
          I
   12.00 ******** (      7)
          I
          I
   13.00 ********** (      9)
          I
          I
   14.00 ******** (      7)
          I
          I
   15.00 **************** (     15)
          I
          I
   16.00 **************** (     15)
          I
          I
   17.00 ************* (     12)
          I
          I
   18.00 ******* (      6)
          I
          I
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE

VAR017    LONGEST TIME ANY ORG
   CODE
          I
    3.00 *** (      1)
          I
          I
    4.00 *** (      1)
          I
          I
    5.00 *** (      1)
          I
          I
    8.00 *** (      1)
          I
          I
    9.00 *********** (      4)
          I
          I
   10.00 ****** (      2)
          I
          I
   11.00 ****** (      2)
          I
          I
   12.00 ******** (      3)
          I
          I
   13.00 *** (      1)
          I
          I
   15.00 **************** (      6)
          I
          I
   16.00 ******** (      3)
          I
          I
   17.00 ************** (      5)
          I
          I
   18.00 ****** (      2)
          I
          I
   19.00 *** (      1)
          I
          I
   20.00 ***************************** (     11)
          I
          I
   21.00 ****** (      2)
          I
          I
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  42

VAR017    LONGEST TIME ANY ORG
   CODE
          I
    6.00 *********** (      2)
          I
          I
    7.00 ****** (      1)
          I
          I
    8.00 *********** (      2)
          I
          I
    9.00 **************** (      3)
          I
          I
   10.00 ****** (      1)
          I
          I
   11.00 ****** (      1)
          I
          I
   12.00 ****** (      1)
          I
          I
   13.00 ****** (      1)
          I
          I
   15.00 ********************* (      4)
          I
          I
   16.00 **************** (      3)
          I
          I
   17.00 *********** (      2)
          I
          I
   19.00 ********************* (      4)
          I
          I
   20.00 ************************************ (      7)
          I
          I
   21.00 **************** (      3)
          I
          I
   22.00 ********************* (      4)
          I
          I
   23.00 ********************* (      4)
          I
          I
```

```
16 AUG 76        FILE - G9151413 - CREATED 16 AUG 76        PAGE

VAR017    LONGEST TIME ANY ORG
   CODE
          I
    5.00 *********** (      2)
          I
          I
    6.00 *********** (      2)
          I
          I
    7.00 *********** (      2)
          I
          I
    8.00 ************************************ (      7)
          I
          I
    9.00 ********************* (      4)
          I
          I
   10.00 ********************************************** (      9)
          I
          I
   11.00 ****** (      1)
          I
          I
   12.00 **************** (      3)
          I
          I
   13.00 ************************************ (      7)
          I
          I
   14.00 ************************************ (      7)
          I
          I
   15.00 ************************** (      5)
          I
          I
   16.00 ********************************************** (      9)
          I
          I
   17.00 ************************** (      5)
          I
          I
   18.00 ********************* (      4)
          I
          I
   19.00 **************** (      3)
          I
          I
   20.00 ***************************************** (      8)
          I
          I
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  50

   19.00 ********** (      8)
         I
         I
   20.00 ****************************** (     26)
         I
         I
   21.00 ************* (     11)
         I
         I
   22.00 ****************** (     15)
         I
         I
   23.00 ************* (     11)
         I
         I
   24.00 *************** (     13)
         I
         I
   25.00 *********************** (     19)
         I
         I
   26.00 *************** (     13)
         I
         I
   27.00 ************* (     11)
         I
         I
   28.00 *************** (     13)
         I
         I
   29.00 ***** (      4)
         I
         I
   30.00 ***** (      4)
         I
         I
   31.00 *** (      2)
         I
         I
   32.00 **** (      3)
         I
         I
   33.00 ******* (      6)
         I
         I
   34.00 ****** (      5)
         I
         I
   35.00 ******* (      6)
         I
         I
   36.00 **** (      3)
         I
         I
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  43

    24.00 ******************************************* (      8)
          I
          I
    25.00 ********************** (      4)
          I
          I
    26.00 ********************** (      4)
          I
          I
    27.00 *********** (      2)
          I
          I
    28.00 **************** (      3)
          I
          I
    29.00 ****** (      1)
          I
          I
    32.00 *********** (      2)
          I
          I
    34.00 ****** (      1)
          I
          I
    41.00 ****** (      1)
          I
          I
        0 *********** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         2         4         6         8        10
          FREQUENCY

MEAN          20.449      STD ERR        .849      MEDIAN        21.333
MODE          24.000      STD DEV       7.056      VARIANCE      49.780
KURTOSIS        .167      SKEWNESS      -.110      RANGE         35.000
MINIMUM        6.000      MAXIMUM      41.000      SUM         1411.000
C.V. PCT      34.503      .95 C.I.     18.754              TO    22.144

VALID CASES       69      MISSING CASES     2
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  45

   22.00 **************** (      6)
         I
         I
   23.00 ******** (      3)
         I
         I
   24.00 ******** (      3)
         I
         I
   25.00 ********************* (      8)
         I
         I
   26.00 ****************** (      7)
         I
         I
   27.00 ********************* (      8)
         I
         I
   28.00 ****************** (      7)
         I
         I
   29.00 ****** (      2)
         I
         I
   30.00 ****** (      2)
         I
         I
   32.00 *** (      1)
         I
         I
   33.00 *********** (      4)
         I
         I
   34.00 *** (      1)
         I
         I
   35.00 *********** (      4)
         I
         I
   36.00 ******** (      3)
         I
         I
   37.00 ****** (      2)
         I
         I
   38.00 *********** (      4)
         I
         I
   39.00 ******** (      3)
         I
         I
   40.00 *** (      1)
         I
         I
```

```
16 AUG 76          FILE - GB151413 - CREATED 16 AUG 76          PAGE  47

    21.00 ******************************** (      6)
          I
          I
    22.00 *************************** (      5)
          I
          I
    23.00 ********************* (      4)
          I
          I
    24.00 *********** (      2)
          I
          I
    25.00 ************************************* (      7)
          I
          I
    26.00 *********** (      2)
          I
          I
    27.00 ****** (      1)
          I
          I
    28.00 **************** (      3)
          I
          I
    29.00 ****** (      1)
          I
          I
    30.00 *********** (      2)
          I
          I
    31.00 *********** (      2)
          I
          I
    33.00 *********** (      2)
          I
          I
    34.00 **************** (      3)
          I
          I
    35.00 *********** (      2)
          I
          I
    37.00 ****** (      1)
          I
          I
    39.00 ****** (      1)
          I
          I
        0 ****** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         2         4         6         8        10
          FREQUENCY
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  51

    37.00 **** (      3)
          I
          I
    38.00 ***** (      4)
          I
          I
    39.00 ***** (      4)
          I
          I
    40.00 ** (      1)
          I
          I
    41.00 *** (      2)
          I
          I
    42.00 *** (      2)
          I
          I
    43.00 ** (      1)
          I
          I
    44.00 ** (      1)
          I
          I
    45.00 ** (      1)
          I
          I
    46.00 ** (      1)
          I
          I
    50.00 ** (      1)
          I
          I
        0 ***** (      4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          21.309     STD ERR        .510     MEDIAN        20.773
MODE          20.000     STD DEV       9.031     VARIANCE      81.562
KURTOSIS       -.118     SKEWNESS       .411     RANGE         47.000
MINIMUM        3.000     MAXIMUM      50.000     SUM         6691.000
C.V. PCT      42.382     .95 C.I.     20.306           TO      22.312

VALID CASES      314     MISSING CASES     4
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76          PAGE

    41.00 *** (      1)
          I
          I
    42.00 ****** (      2)
          I
          I
    43.00 *** (      1)
          I
          I
    44.00 *** (      1)
          I
          I
    45.00 *** (      1)
          I
          I
    46.00 *** (      1)
          I
          I
    50.00 *** (      1)
          I
          I
        0 *** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         4         8        12        16        20
          FREQUENCY

MEAN          24.829     STD ERR        .890     MEDIAN        24.9
MODE          20.000     STD DEV       9.874     VARIANCE      97.5
KURTOSIS       -.401     SKEWNESS       .155     RANGE         47.0
MINIMUM        3.000     MAXIMUM      50.000     SUM         3054.0
C.V. PCT      39.769     .95 C.I.     23.067           TO      26.5

VALID CASES      123     MISSING CASES     1
```

```
16 AUG 76          FILE - GS151415 - CREATED 16 AUG 76          PAGE  48


MEAN          18.246     STD ERR        .714     MEDIAN        17.100
MODE          10.000     STD DEV       7.888     VARIANCE      62.220
KURTOSIS       -.388     SKEWNESS       .502     RANGE         34.000
MINIMUM        5.000     MAXIMUM      39.000     SUM         2226.000
C.V. PCT      43.231     .95 C.I.     16.832           TO      19.660

VALID CASES      122     MISSING CASES     1
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76           PAGE  53

VAR018     RELIGION
     CODE
          I
        0 *** (      7)
          I  LUTHERAN
          I
     1.00 ********* (     32)
          I  NONE
          I
     2.00 ***************** (     64)
          I  CATHOLIC
          I
     3.00 **** (     13)
          I  JEWISH
          I
     4.00 **** (     10)
          I  OTHER
          I
     5.00 ******************************** (    125)
          I  PROTESTANT
          I
     6.00 ***** (     16)
          I  PROTESTANT NO AFFILI
          I
     7.00 ******* (     23)
          I  PRESBYTERIAN
          I
     8.00 ******* (     23)
          I  EPISCOPAL
          I
     9.00 ** (      5)
          I  CONGREGATIONAL
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120     . 160       200
          FREQUENCY

MEAN          4.245     STD ERR        .124     MEDIAN          4.764
MODE          5.000     STD DEV       2.203     VARIANCE        4.854
KURTOSIS      -.835     SKEWNESS      -.001     RANGE           9.000
MINIMUM           0     MAXIMUM       9.000     SUM          1350.000
C.V. PCT     51.900     .95 C.I.      4.002          TO         4.488

VALID CASES     318     MISSING CASES     0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76           PAGE  48

VAR018     RELIGION
     CODE
          I
        0 **** (      3)
          I  LUTHERAN
          I
     1.00 ********* (      8)
          I  NONE
          I
     2.00 *************** (     14)
          I  CATHOLIC
          I
     3.00 ***** (      4)
          I  JEWISH
          I
     4.00 ********* (      8)
          I  OTHER
          I
     5.00 ********************************************* (     42)
          I  PROTESTANT
          I
     6.00 ****** (      5)
          I  PROTESTANT NO AFFILI
          I
     7.00 ******************** (     14)
          I  PRESBYTERIAN
          I
     8.00 ****************** (     17)
          I  EPISCOPAL
          I
     9.00 ***** (      4)
          I  CONGREGATIONAL
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          5.040     STD ERR        .207     MEDIAN          5.095
MODE          5.000     STD DEV       2.300     VARIANCE        5.291
KURTOSIS      -.683     SKEWNESS      -.343     RANGE           9.000
MINIMUM           0     MAXIMUM       9.000     SUM           625.000
C.V. PCT     45.637     .95 C.I.      4.631          TO         5.449

VALID CASES     124     MISSING CASES     0
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76           PAGE  45

VAR018     RELIGION
     CODE
          I
       -0 ****** (      2)
          I  LUTHERAN
          I
     1.00 *********************** (      9)
          I  NONE
          I
     2.00 ************************************************ (     19)
          I  CATHOLIC
          I
     3.00 ************ (      4)
          I  JEWISH
          I
     4.00 *** (      1)
          I  OTHER
          I
     5.00 ************************************** (     14)
          I  PROTESTANT
          I
     6.00 ****************************** (     11)
          I  PROTESTANT NO AFFILI
          I
     7.00 *********** (      4)
          I  PRESBYTERIAN
          I
     8.00 **************** (      6)
          I  EPISCOPAL
          I
     9.00 *** (      1)
          I  CONGREGATIONAL
          I
          I.........I.........I.........I.........I.........I
          0         4         8        12        16        20
          FREQUENCY

MEAN          4.000     STD ERR        .287     MEDIAN          4.536
MODE          2.000     STD DEV       2.414     VARIANCE        5.829
KURTOSIS     -1.198     SKEWNESS       .196     RANGE           9.000
MINIMUM           0     MAXIMUM       9.000     SUM           284.000
C.V. PCT     60.356     .95 C.I.      3.429          TO         4.571

VALID CASES      71     MISSING CASES     0
```

```
16 AUG 76          FILE - G8151413 - CREATED 16 AUG 76           PAGE  50

VAR018     RELIGION
     CODE
          I
       -0 ** (      2)
          I  LUTHERAN
          I
     1.00 ********* (     15)
          I  NONE
          I
     2.00 ***************** (     31)
          I  CATHOLIC
          I
     3.00 **** (      5)
          I  JEWISH
          I
     4.00 ** (      1)
          I  OTHER
          I
     5.00 ************************************* (     69)
          I  PROTESTANT
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.585     STD ERR        .151     MEDIAN          4.609
MODE          5.000     STD DEV       1.679     VARIANCE        2.818
KURTOSIS     -1.467     SKEWNESS      -.488     RANGE           5.000
MINIMUM           0     MAXIMUM       5.000     SUM           441.000
C.V. PCT     46.825     .95 C.I.      3.286          TO         3.885

VALID CASES     123     MISSING CASES     0
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  55

VAR019    CHANGED RELIGION
     CODE
          I
     1.00 ****** (     45)
          I  YES
          I
     2.00 **************************** (    269)
          I  NO
          I
     5.00 * (      1)
          I
          I
        0 * (      3)
(MISSING  I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN            1.867      STD ERR          .022      MEDIAN          1.918
MODE            2.000      STD DEV          .393      VARIANCE         .154
KURTOSIS       13.386      SKEWNESS         .111      RANGE           4.000
MINIMUM         1.000      MAXIMUM         5.000      SUM           588.000
C.V. PCT       21.033      .95 C.I.        1.823             TO       1.910

VALID CASES     315        MISSING CASES     3
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  5

VAR019    CHANGED RELIGION
     CODE
          I
     1.00 **** (     13)
          I  YES
          I
     2.00 **************************** (    110)
          I  NO
          I
     5.00 * (      1)
          I
          I
          I.........I.........I.........I.........I.........I
          0         40        80       120       160       200
          FREQUENCY

MEAN            1.919      STD ERR          .037      MEDIAN          1.945
MODE            2.000      STD DEV          .415      VARIANCE         .172
KURTOSIS       24.430      SKEWNESS        2.190      RANGE           4.000
MINIMUM         1.000      MAXIMUM         5.000      SUM           238.000
C.V. PCT       21.627      .95 C.I.        1.846             TO       1.993

VALID CASES     124        MISSING CASES     0
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  47

VAR019    CHANGED RELIGION
     CODE
          I
     1.00 ***** (      8)
          I  YES
          I
     2.00 ******************************** (     61)
          I  NO
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         20        40        60        80       100
          FREQUENCY

MEAN            1.884      STD ERR          .039      MEDIAN          1.934
MODE            2.000      STD DEV          .323      VARIANCE         .104
KURTOSIS        3.756      SKEWNESS       -2.399      RANGE           1.000
MINIMUM         1.000      MAXIMUM         2.000      SUM           130.000
C.V. PCT       17.117      .95 C.I.        1.807             TO       1.962

VALID CASES      69        MISSING CASES     2
```

```
16 AUG 76         FILE - GS151413 - CREATED 16 AUG 76          PAGE  5

VAR019    CHANGED RELIGION
     CODE
          I
     1.00 ************* (     24)
          I  YES
          I
     2.00 ************************************************** (     98)
          I  NO
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         20        40        60        80       100
          FREQUENCY

MEAN            1.803      STD ERR          .036      MEDIAN          1.878
MODE            2.000      STD DEV          .399      VARIANCE         .159
KURTOSIS         .328      SKEWNESS       -1.526      RANGE           1.000
MINIMUM         1.000      MAXIMUM         2.000      SUM           220.000
C.V. PCT       22.135      .95 C.I.        1.732             TO       1.875

VALID CASES     122        MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  57

VAR020    TIMES CHANGED
   CODE
         I
    1.00 ***** (     42)
         I
         I
    2.00 * (      1)
         I
         I
    3.00 * (      2)
         I
         I
    4.00 * (      1)
         I
         I
       0 *************************** (    272)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        100       200       300       400       500
         FREQUENCY

MEAN          1.174     STD ERR        .090     MEDIAN        1.048
MODE          1.000     STD DEV        .608     VARIANCE       .369
KURTOSIS     11.430     SKEWNESS      3.516     RANGE         3.000
MINIMUM       1.000     MAXIMUM       4.000     SUM          54.000
C.V. PCT     51.752     .95 C.I.       .994           TO     1.354

VALID CASES      46     MISSING CASES   272
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE  52

VAR020    TIMES CHANGED
   CODE
         I
    1.00 **** (     12)
         I
         I
    2.00 * (      1)
         I
         I
       0 **************************** (    111)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

MEAN          1.077     STD ERR        .077     MEDIAN        1.042
MODE          1.000     STD DEV        .277     VARIANCE       .077
KURTOSIS      8.083     SKEWNESS      3.175     RANGE         1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM          14.000
C.V. PCT     25.754     .95 C.I.       .909           TO     1.245

VALID CASES      13     MISSING CASES   111
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  49

VAR020    TIMES CHANGED
   CODE
         I
    1.00 ***** (      7)
         I
         I
    3.00 ** (      1)
         I
         I
       0 ******************************** (     63)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          1.250     STD ERR        .250     MEDIAN        1.143
MODE          1.000     STD DEV        .707     VARIANCE       .500
KURTOSIS      3.143     SKEWNESS      2.269     RANGE         2.000
MINIMUM       1.000     MAXIMUM       3.000     SUM          10.000
C.V. PCT     56.569     .95 C.I.       .659           TO     1.841

VALID CASES       8     MISSING CASES    63
```

```
16 AUG 76        FILE - 08151413 - CREATED 16 AUG 76        PAGE  54

VAR020    TIMES CHANGED
   CODE
         I
    1.00 ************* (     23)
         I
         I
    3.00 ** (      1)
         I
         I
    4.00 ** (      1)
         I
         I
       0 ************************************************* (     98)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          1.200     STD ERR        .141     MEDIAN        1.043
MODE          1.000     STD DEV        .707     VARIANCE       .500
KURTOSIS      9.500     SKEWNESS      3.320     RANGE         3.000
MINIMUM       1.000     MAXIMUM       4.000     SUM          30.000
C.V. PCT     58.926     .95 C.I.       .908           TO     1.492

VALID CASES      25     MISSING CASES    98
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  59

VAR021    FATHERS OCCUPATION
   CODE
          I
     1.00 ********************************************* (    88)
          I  BLUE COLLAR
          I
     2.00 *************************************** (    75)
          I  PROFESSIONAL HIGH
          I
     3.00 **************** (    29)
          I  PROFESSIONAL LOW
          I
     4.00 *********************************************** (    92)
          I  WHITE COLLAR
          I
     5.00 ************** (    25)
          I  AGRICULTURE
          I
        0 ****** (     9)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.647    STD ERR       .078    MEDIAN          2.387
MODE          4.000    STD DEV      1.373    VARIANCE        1.885
KURTOSIS     -1.409    SKEWNESS      .177    RANGE           4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM           818.000
C.V. PCT     51.862    .95 C.I.     2.494          TO        2.801

VALID CASES     309    MISSING CASES    9
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR021    FATHERS OCCUPATION
   CODE
          I
     1.00 ******************** (    19)
          I  BLUE COLLAR
          I
     2.00 ************************************************* (    48)
          I  PROFESSIONAL HIGH
          I
     3.00 ********* (     8)
          I  PROFESSIONAL LOW
          I
     4.00 ************************************** (    37)
          I  WHITE COLLAR
          I
     5.00 *********** (    10)
          I  AGRICULTURE
          I
        0 *** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.762    STD ERR       .115    MEDIAN          2.37
MODE          2.000    STD DEV      1.267    VARIANCE        1.60
KURTOSIS     -1.261    SKEWNESS      .233    RANGE           4.00
MINIMUM       1.000    MAXIMUM      5.000    SUM           337.00
C.V. PCT     45.852    .95 C.I.     2.535          TO        2.88

VALID CASES     122    MISSING CASES    2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  51

VAR021    FATHERS OCCUPATION
   CODE
          I
     1.00 ***************** (    16)
          I  BLUE COLLAR
          I
     2.00 *********** (    10)
          I  PROFESSIONAL HIGH
          I
     3.00 ******** (     7)
          I  PROFESSIONAL LOW
          I
     4.00 ************************** (    25)
          I  WHITE COLLAR
          I
     5.00 ********* (     8)
          I  AGRICULTURE
          I
        0 ****** (     5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.985    STD ERR       .175    MEDIAN          3.500
MODE          4.000    STD DEV      1.420    VARIANCE        2.015
KURTOSIS     -1.399    SKEWNESS     -.233    RANGE           4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM           197.000
C.V. PCT     47.559    .95 C.I.     2.636          TO        3.334

VALID CASES      66    MISSING CASES    5
```

```
16 AUG 76        FILE - 03151413 - CREATED 16 AUG 76          PAGE

VAR021    FATHERS OCCUPATION
   CODE
          I
     1.00 **************************** (    53)
          I  BLUE COLLAR
          I
     2.00 ********** (    17)
          I  PROFESSIONAL HIGH
          I
     3.00 ******** (    14)
          I  PROFESSIONAL LOW
          I
     4.00 **************** (    30)
          I  WHITE COLLAR
          I
     5.00 ***** (     7)
          I  AGRICULTURE
          I
        0 ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.347    STD ERR       .127    MEDIAN          1.941
MODE          1.000    STD DEV      1.401    VARIANCE        1.962
KURTOSIS     -1.367    SKEWNESS      .426    RANGE           4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM           284.000
C.V. PCT     59.676    .95 C.I.     2.095          TO        2.599

VALID CASES     121    MISSING CASES    2
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  61

VAR022    CITIZEN
    CODE
          I
     1.00 ******************************** (   310)
          I  YES
          I
     2.00 ** (     5)
          I  NO
          I
        0 * (     3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN          1.016     STD ERR        .007     MEDIAN        1.008
MODE          1.000     STD DEV        .125     VARIANCE       .016
KURTOSIS     58.016     SKEWNESS      7.747     RANGE         1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM         320.000
C.V. PCT     12.323     .95 C.I.      1.002           TO      1.030

VALID CASES     315     MISSING CASES     3
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  56

VAR022    CITIZEN
    CODE
          I
     1.00 ******************************** (   119)
          I  YES
          I
     2.00 ** (     5)
          I  NO
          I
          I.........I.........I.........T.........I.........I
          0        40        80        120       160       200
          FREQUENCY

MEAN          1.040     STD ERR        .018     MEDIAN        1.021
MODE          1.000     STD DEV        .198     VARIANCE       .039
KURTOSIS     19.842     SKEWNESS      4.674     RANGE         1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM         129.000
C.V. PCT     18.986     .95 C.I.      1.005           TO      1.075

VALID CASES     124     MISSING CASES     0
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  53

VAR022    CITIZEN
    CODE
          I
     1.00 *********************************** (    70)
          I  YES
          I
        0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80        100
          FREQUENCY

MEAN          1.000     STD ERR           0     MEDIAN        1.000
MODE          1.000     STD DEV           0     VARIANCE          0
RANGE             0     MINIMUM       1.000     MAXIMUM       1.000
SUM          70.000     C.V. PCT          0     .95 C.I.      1.000
      TO      1.000

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76         FILE - 08151413 - CREATED 16 AUG 76          PAGE  58

VAR022    CITIZEN
    CODE
          I
     1.00 ******************************** (   121)
          I  YES
          I
        0 ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80        120       160       200
          FREQUENCY

MEAN          1.000     STD ERR           0     MEDIAN        1.000
MODE          1.000     STD DEV           0     VARIANCE          0
RANGE             0     MINIMUM       1.000     MAXIMUM       1.000
SUM         121.000     C.V. PCT          0     .95 C.I.      1.000
      TO      1.000

VALID CASES     121     MISSING CASES     2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  63

VAR023    ORG MEMBER OF
     CODE
          I
     1.00 *************** (     54)
          I  A
          I
     2.00 ******************************* (    121)
          I  A
          I
     3.00 ****************** (     68)
          I  C
          I
     4.00 *********** (     39)
          I  D
          I
     5.00 ********* (     31)
          I  E
          I
        0 ** (      5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.591     STD ERR       .068     MEDIAN        2.347
MODE          2.000     STD DEV      1.198     VARIANCE      1.435
KURTOSIS      -.563     SKEWNESS      .569     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         811.000
C.V. PCT     46.229     .95 C.I.     2.458          TO       2.724

VALID CASES     313     MISSING CASES     5
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE 18

VAR023    ORG MEMBER OF
     CODE
          I
     1.00 ******** (      7)
          I  A
          I
     2.00 ************************* (     24)
          I  B
          I
     3.00 **************************************** (     39)
          I  C
          I
     4.00 *************************** (     26)
          I  D
          I
     5.00 ************************** (     25)
          I  E
          I
        0 **** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.314     STD ERR       .107     MEDIAN        3.
MODE          3.000     STD DEV      1.176     VARIANCE      1.
KURTOSIS      -.892     SKEWNESS     -.073     RANGE         4.
MINIMUM       1.000     MAXIMUM      5.000     SUM         401.
C.V. PCT     35.497     .95 C.I.     3.102          TO       3.

VALID CASES     121     MISSING CASES     3
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  55

VAR023    ORG MEMBER OF
     CODE
          I
     1.00 ********* (      8)
          I  A
          I
     2.00 ************************************** (     37)
          I  B
          I
     3.00 ************** (     13)
          I  C
          I
     4.00 ******** (      7)
          I  D
          I
     5.00 ****** (      5)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.486     STD ERR       .127     MEDIAN        2.230
MODE          2.000     STD DEV      1.060     VARIANCE      1.123
KURTOSIS       .248     SKEWNESS      .921     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         174.000
C.V. PCT     42.632     .95 C.I.     2.233          TO       2.738

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76        FILE - G8151413 - CREATED 16 AUG 76        PAGE

VAR023    ORG MEMBER OF
     CODE
          I
     1.00 ********************* (     39)
          I  A
          I
     2.00 ******************************* (     60)
          I  B
          I
     3.00 ********* (     16)
          I  C
          I
     4.00 **** (      6)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.934     STD ERR       .077     MEDIAN        1.86
MODE          2.000     STD DEV       .850     VARIANCE       .72
KURTOSIS       .952     SKEWNESS      .935     RANGE         4.00
MINIMUM       1.000     MAXIMUM      5.000     SUM         236.00
C.V. PCT     43.954     .95 C.I.     1.782          TO       2.08

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  65

VAR024     NEW FRIENDS
     CODE
          I
     1.00 *** (      7)
          I  A
          I
     2.00 *********** (     62)
          I  B
          I
     3.00 ********************* (     81)
          I  C
          I
     4.00 ************************************ (    140)
          I  D
          I
     5.00 *********** (     43)
          I  E
          I
        0 ** (      5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          3.543     STD ERR        .054     MEDIAN         3.689
MODE          4.000     STD DEV        .964     VARIANCE        .928
KURTOSIS      -.248     SKEWNESS      -.489     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM         1109.000
C.V. PCT     27.195     .95 C.I.      3.436          TO        3.650

VALID CASES     313     MISSING CASES     5
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE  60

VAR024     NEW FRIENDS
     CODE
          I
     1.00 *** (      3)
          I  A
          I
     2.00 **** (      6)
          I  B
          I
     3.00 ************** (     28)
          I  C
          I
     4.00 ******************************* (     61)
          I  D
          I
     5.00 ************ (     24)
          I  E
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.795     STD ERR        .081     MEDIAN         3.893
MODE          4.000     STD DEV        .899     VARIANCE        .808
KURTOSIS       .913     SKEWNESS      -.819     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          463.000
C.V. PCT     23.689     .95 C.I.      3.634          TO        3.956

VALID CASES     122     MISSING CASES     2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  57

VAR024     NEW FRIENDS
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 *********** (     11)
          I  B
          I
     3.00 ************************* (     25)
          I  C
          I
     4.00 **************************** (     27)
          I  D
          I
     5.00 ******* (      6)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.371     STD ERR        .108     MEDIAN         3.420
MODE          4.000     STD DEV        .904     VARIANCE        .817
KURTOSIS      -.410     SKEWNESS      -.205     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          236.000
C.V. PCT     26.803     .95 C.I.      3.154          TO        3.587

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76        FILE - 03151413 - CREATED 16 AUG 76          PAGE  62

VAR024     NEW FRIENDS
     CODE
          I
     1.00 *** (      3)
          I  A
          I
     2.00 ************** (     25)
          I  B
          I
     3.00 ************** (     28)
          I  C
          I
     4.00 ************************** (     52)
          I  D
          I
     5.00 ******** (     13)
          I  E
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.388     STD ERR        .092     MEDIAN         3.587
MODE          4.000     STD DEV       1.011     VARIANCE       1.023
KURTOSIS      -.702     SKEWNESS      -.349     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          410.000
C.V. PCT     29.848     .95 C.I.      3.206          TO        3.570

VALID CASES     121     MISSING CASES     2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  67

VAR025    PEOPLE SEEN DAILY
    CODE
         I
    1.00 ********** (     34)
         I  A
         I
    2.00 **************************** (    103)
         I  B
         I
    3.00 ********************** (     84)
         I  C
         I
    4.00 *********** (     38)
         I  D
         I
    5.00 *************** (     55)
         I  E
         I
       0 ** (      4)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

MEAN           2.927     STD ERR         .071     MEDIAN        2.738
MODE           2.000     STD DEV        1.258     VARIANCE      1.582
KURTOSIS       -.938     SKEWNESS        .341     RANGE         4.000
MINIMUM        1.000     MAXIMUM        5.000     SUM         919.000
C.V. PCT      42.982     .95 C.I.       2.787           TO      3.066

VALID CASES     314      MISSING CASES      4
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR025    PEOPLE SEEN DAILY
    CODE
         I
    1.00 ************** (     13)
         I  A
         I
    2.00 *********************************************** (     46)
         I  B
         I
    3.00 ******************************* (     30)
         I  C
         I
    4.00 **************** (     15)
         I  D
         I
    5.00 ******************* (     18)
         I  F
         I
       0 *** (      2)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN           2.828     STD ERR         .111     MEDIAN        2.56
MODE           2.000     STD DEV        1.224     VARIANCE      1.49
KURTOSIS       -.791     SKEWNESS        .467     RANGE         4.00
MINIMUM        1.000     MAXIMUM        5.000     SUM         345.00
C.V. PCT      43.296     .95 C.I.       2.608           TO      3.04

VALID CASES     122      MISSING CASES      2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  59

VAR025    PEOPLE SEEN DAILY
    CODE
         I
    1.00 ********* (      8)
         I  A
         I
    2.00 ******************** (     19)
         I  B
         I
    3.00 ************************ (     23)
         I  C
         I
    4.00 *********** (     10)
         I  D
         I
    5.00 *********** (     10)
         I  E
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN           2.929     STD ERR         .144     MEDIAN        2.848
MODE           3.000     STD DEV        1.208     VARIANCE      1.459
KURTOSIS       -.774     SKEWNESS        .237     RANGE         4.000
MINIMUM        1.000     MAXIMUM        5.000     SUM         205.000
C.V. PCT      41.239     .95 C.I.       2.641           TO      3.217

VALID CASES      70      MISSING CASES      1
```

```
16 AUG 76        FILE - 08151413 - CREATED 16 AUG 76          PAGE

VAR025    PEOPLE SEEN DAILY
    CODE
         I
    1.00 ************** (     13)
         I  A
         I
    2.00 *************************************** (     38)
         I  B
         I
    3.00 ******************************** (     31)
         I  C
         I
    4.00 ************** (     13)
         I  D
         I
    5.00 **************************** (     27)
         I  E
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN           3.025     STD ERR         .120     MEDIAN        2.823
MODE           2.000     STD DEV        1.320     VARIANCE      1.743
KURTOSIS      -1.127     SKEWNESS        .258     RANGE         4.000
MINIMUM        1.000     MAXIMUM        5.000     SUM         369.000
C.V. PCT      43.692     .95 C.I.       2.788           TO      3.261

VALID CASES     122      MISSING CASES      1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  69

VAR026    MAKING IMP DECISIONS
     CODE
          I
     1.00 *********************** (    83)
          I  A
          I
     2.00 ******************************* (   111)
          I  B
          I
     3.00 *********************** (    88)
          I  C
          I
     4.00 ** (     5)
          I  D
          I
     5.00 ******* (    23)
          I  E
          I
        0 *** (     8)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.271     STD ERR         .063     MEDIAN          2.149
MODE          2.000     STD DEV        1.102     VARIANCE        1.214
KURTOSIS       .040     SKEWNESS        .059     RANGE           4.000
MINIMUM       1.000     MAXIMUM        5.000     SUM           704.000
C.V. PCT     48.525     .95 C.I.       2.148          TO         2.394

VALID CASES     310     MISSING CASES      8
```

```
16 AUG 76        FILE - EXEC      - CREATED 16 AUG 76          PAGE  64

VAR026    MAKING IMP DECISIONS
     CODE
          I
     1.00 ********** (    17)
          I  A
          I
     2.00 ******************************** (    62)
          I  B
          I
     3.00 ******************** (    39)
          I  C
          I
     5.00 *** (     4)
          I  E
          I
        0 ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.279     STD ERR         .075     MEDIAN          2.210
MODE          2.000     STD DEV         .826     VARIANCE         .682
KURTOSIS      1.940     SKEWNESS        .860     RANGE           4.000
MINIMUM       1.000     MAXIMUM        5.000     SUM           278.000
C.V. PCT     36.242     .95 C.I.       2.131          TO         2.427

VALID CASES     122     MISSING CASES      2
```

```
16 AUG 76        FILE - SUPER     - CREATED 16 AUG 76          PAGE  61

VAR026    MAKING IMP DECISIONS
     CODE
          I
     1.00 *********************** (    22)
          I  A
          I
     2.00 ******************** (    19)
          I  B
          I
     3.00 ************************** (    25)
          I  C
          I
     4.00 ** (     1)
          I  D
          I
     5.00 **** (     3)
          I  E
          I
        0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.200     STD ERR         .125     MEDIAN          2.184
MODE          3.000     STD DEV        1.044     VARIANCE        1.090
KURTOSIS       .104     SKEWNESS        .590     RANGE           4.000
MINIMUM       1.000     MAXIMUM        5.000     SUM           154.000
C.V. PCT     47.453     .95 C.I.       1.951          TO         2.449

VALID CASES      70     MISSING CASES      1
```

```
16 AUG 76        FILE - 08151413 - CREATED 16 AUG 76          PAGE  66

VAR026    MAKING IMP DECISIONS
     CODE
          I
     1.00 ******************************************** (    44)
          I  A
          I
     2.00 ****************************** (    30)
          I  B
          I
     3.00 ************************ (    24)
          I  C
          I
     4.00 ***** (     4)
          I  D
          I
     5.00 **************** (    16)
          I  E
          I
        0 ****** (     5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.305     STD ERR         .125     MEDIAN          2.000
MODE          1.000     STD DEV        1.362     VARIANCE        1.855
KURTOSIS      -.468     SKEWNESS        .822     RANGE           4.000
MINIMUM       1.000     MAXIMUM        5.000     SUM           272.000
C.V. PCT     59.084     .95 C.I.       2.057          TO         2.553

VALID CASES     118     MISSING CASES      5
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  71

VAR027    WORK RELATED DEV
     CODE
           I
      1.00 **************** (     59)
           I  A
           I
      2.00 ************************************** (    148)
           I  B
           I
      3.00 *********************** (     90)
           I  C
           I
      4.00 *** (      9)
           I  D
           I
      5.00 ** (      3)
           I  E
           I
         0 *** (      9)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        40        80       120       160       200
           FREQUENCY

MEAN           2.188     STD ERR        .046     MEDIAN        2.145
MODE           2.000     STD DEV        .808     VARIANCE       .653
KURTOSIS        .373     SKEWNESS       .423     RANGE         4.000
MINIMUM        1.000     MAXIMUM       5.000     SUM         676.000
C.V. PCT      36.937     .95 C.I.      2.097           TO      2.278

VALID CASES      309     MISSING CASES     9
```

```
16 AUG 76        FILE - EXPC     - CREATED 16 AUG 76          PAGE  6

VAR027    WORK RELATED DEV
     CODE
           I
      1.00 ********************************** (     33)
           I  A
           I
      2.00 ********************************************* (     44)
           I  B
           I
      3.00 *********************************** (     34)
           I  C
           I
      4.00 ******** (      7)
           I  D
           I
      5.00 *** (      2)
           I  E
           I
         0 ***** (      4)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
           FREQUENCY

MEAN           2.175     STD ERR        .087     MEDIAN        2.114
MODE           2.000     STD DEV        .958     VARIANCE       .919
KURTOSIS       -.151     SKEWNESS       .508     RANGE         4.000
MINIMUM        1.000     MAXIMUM       5.000     SUM         261.000
C.V. PCT      44.068     .95 C.I.      2.002           TO      2.348

VALID CASES      120     MISSING CASES     4
```

```
16 AUG 76        FILE - 03151413 - CREATED 16 AUG 76          PAGE

VAR027    WORK RELATED DEV
     CODE
           I
      1.00 ********** (     17)
           I  A
           I
      2.00 ************************************** (     71)
           I  B
           I
      3.00 **************** (     29)
           I  C
           I
      4.00 ** (      2)
           I  D
           I
      5.00 ** (      1)
           I  E
           I
         0 *** (      3)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           2.158     STD ERR        .065     MEDIAN        2.10
MODE           2.000     STD DEV        .710     VARIANCE       .50
KURTOSIS       1.448     SKEWNESS       .614     RANGE         4.00
MINIMUM        1.000     MAXIMUM       5.000     SUM         259.00
C.V. PCT      32.897     .95 C.I.      2.030           TO      2.28

VALID CASES      120     MISSING CASES     3
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  63

VAR027    WORK RELATED DEV
     CODE
           I
      1.00 ********** (      9)
           I  A
           I
      2.00 ********************************** (     33)
           I  B
           I
      3.00 **************************** (     27)
           I  C
           I
         0 *** (      2)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
           FREQUENCY

MEAN           2.261     STD ERR        .082     MEDIAN        2.273
MODE           2.000     STD DEV        .678     VARIANCE       .460
KURTOSIS       -.820     SKEWNESS      -.366     RANGE         2.000
MINIMUM        1.000     MAXIMUM       3.000     SUM         156.000
C.V. PCT      30.010     .95 C.I.      2.098           TO      2.424

VALID CASES       69     MISSING CASES     2
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  73

VAR028    WORK RELATED INFO
    CODE
         I
    1.00 ********************************** (     67)
         I  A
         I
    2.00 ******************************************* (     84)
         I  B
         I
    3.00 ************************************** (     74)
         I  C
         I
    4.00 *************** (     29)
         I  D
         I
    5.00 ********************** (     42)
         I  E
         I
       0 ************ (     22)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          2.645     STD ERR        .077     MEDIAN         2.464
MODE          2.000     STD DEV       1.317     VARIANCE       1.735
KURTOSIS      -.858     SKEWNESS       .450     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          783.000
C.V. PCT     49.791     .95 C.I.      2.495          TO        2.796

VALID CASES     296     MISSING CASES    22
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  68

VAR028    WORK RELATED INFO
    CODE
         I
    1.00 ************************************ (     35)
         I  A
         I
    2.00 ************************* (     24)
         I  B
         I
    3.00 ****************** (     17)
         I  C
         I
    4.00 ************** (     13)
         I  D
         I
    5.00 **************** (     15)
         I  E
         I
       0 ********************* (     20)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          2.510     STD ERR        .141     MEDIAN         2.208
MODE          1.000     STD DEV       1.435     VARIANCE       2.058
KURTOSIS     -1.090     SKEWNESS       .506     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          261.000
C.V. PCT     57.165     .95 C.I.      2.231          TO        2.789

VALID CASES     104     MISSING CASES    20
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  65

VAR028    WORK RELATED INFO
    CODE
         I
    1.00 **************** (     15)
         I  A
         I
    2.00 ******************** (     19)
         I  B
         I
    3.00 ************************ (     23)
         I  C
         I
    4.00 ***** (      4)
         I  D
         I
    5.00 ********** (      9)
         I  E
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          2.614     STD ERR        .150     MEDIAN         2.543
MODE          3.000     STD DEV       1.254     VARIANCE       1.574
KURTOSIS      -.558     SKEWNESS       .493     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          183.000
C.V. PCT     47.965     .95 C.I.      2.315          TO        2.913

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76         FILE - 08151413 - CREATED 16 AUG 76          PAGE  70

VAR028    WORK RELATED INFO
    CODE
         I
    1.00 ****************** (     17)
         I  A
         I
    2.00 ****************************************** (     41)
         I  B
         I
    3.00 *********************************** (     34)
         I  C
         I
    4.00 ************* (     12)
         I  D
         I
    5.00 ******************* (     18)
         I  E
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          2.779     STD ERR        .113     MEDIAN         2.588
MODE          2.000     STD DEV       1.243     VARIANCE       1.546
KURTOSIS      -.732     SKEWNESS       .451     RANGE          4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM          339.000
C.V. PCT     44.742     .95 C.I.      2.556          TO        3.002

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  75

VAR029    ORIGINAL IDEA
     CODE
          I
     1.00 **** (     13)
          I  A
          I
     2.00 **************** (     61)
          I  B
          I
     3.00 ************************** (    102)
          I  C
          I
     4.00 ************** (     51)
          I  D
          I
     5.00 ********************* (     80)
          I  E
          I
        0 **** (     11)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          3.404     STD ERR       .068     MEDIAN        3.279
MODE          3.000     STD DEV      1.191     VARIANCE      1.418
KURTOSIS     -1.044     SKEWNESS     -.039     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM        1045.000
C.V. PCT     34.984     .95 C.I.     3.270            TO     3.538

VALID CASES     307     MISSING CASES    11
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE

VAR029    ORIGINAL IDEA
     CODE
          I
     1.00 ***** (      4)
          I  A
          I
     2.00 *************** (     14)
          I  B
          I
     3.00 ********************************** (     33)
          I  C
          I
     4.00 ************************ (     23)
          I  D
          I
     5.00 ****************************************** (     41)
          I  E
          I
        0 ********** (      9)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.722     STD ERR       .109     MEDIAN        3.7
MODE          5.000     STD DEV      1.174     VARIANCE      1.3
KURTOSIS      -.851     SKEWNESS     -.427     RANGE         4.0
MINIMUM       1.000     MAXIMUM      5.000     SUM         428.0
C.V. PCT     31.542     .95 C.I.     3.505            TO     3.9

VALID CASES     115     MISSING CASES     9
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  67

VAR029    ORIGINAL IDEA
     CODE
          I
     1.00 *** (      2)
          I  A
          I
     2.00 ***************** (     16)
          I  B
          I
     3.00 *********************** (     22)
          I  C
          I
     4.00 **************** (     15)
          I  D
          I
     5.00 **************** (     15)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.357     STD ERR       .137     MEDIAN        3.273
MODE          3.000     STD DEV      1.143     VARIANCE      1.305
KURTOSIS     -1.031     SKEWNESS      .032     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         235.000
C.V. PCT     34.033     .95 C.I.     3.085            TO     3.630

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76        FILE - 08191413 - CREATED 16 AUG 76        PAGE

VAR029    ORIGINAL IDEA
     CODE
          I
     1.00 ******** (      7)
          I  A
          I
     2.00 ******************************** (     31)
          I  B
          I
     3.00 ************************************************ (     47)
          I  C
          I
     4.00 ************** (     13)
          I  D
          I
     5.00 ************************* (     24)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.131     STD ERR       .106     MEDIAN        2.9
MODE          3.000     STD DEV      1.171     VARIANCE      1.3
KURTOSIS      -.804     SKEWNESS      .271     RANGE         4.0
MINIMUM       1.000     MAXIMUM      5.000     SUM         382.0
C.V. PCT     37.396     .95 C.I.     2.921            TO     3.3

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  77

VAR030    RELY ON FOR INITIAL INFO
   CODE
        I
   1.00 ********* (     32)
        I  A
        I
   2.00 ** (      4)
        I  B
        I
   3.00 **************************** (    109)
        I  C
        I
   4.00 ************************ (     93)
        I  D
        I
   5.00 ****************** (     69)
        I  E
        I
      0 **** (     11)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        40        80       120       160       200
        FREQUENCY

MEAN          3.531    STD ERR       .066    MEDIAN       3.591
MODE          3.000    STD DEV      1.164    VARIANCE     1.354
KURTOSIS      -.016    SKEWNESS     -.667    RANGE        4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM       1084.000
C.V. PCT     32.960    .95 C.I.     3.400        TO       3.662

VALID CASES     307    MISSING CASES   11
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE  72

VAR030    RELY ON FOR INITIAL INFO
   CODE
        I
   1.00 ************* (     12)
        I  A
        I
   2.00 ** (      1)
        I  B
        I
   3.00 ***************************** (     28)
        I  C
        I
   4.00 ******************************************** (     43)
        I  D
        I
   5.00 *********************************** (     34)
        I  E
        I
      0 ******* (      6)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY

MEAN          3.729    STD ERR       .109    MEDIAN       3.919
MODE          4.000    STD DEV      1.189    VARIANCE     1.413
KURTOSIS       .330    SKEWNESS     -.867    RANGE        4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM        440.000
C.V. PCT     31.879    .95 C.I.     3.512        TO       3.946

VALID CASES     118    MISSING CASES    6
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  69

VAR030    RELY ON FOR INITIAL INFO
   CODE
        I
   1.00 ********* (      8)
        I  A
        I
   2.00 ** (      1)
        I  B
        I
   3.00 *************************** (     26)
        I  C
        I
   4.00 ********************* (     20)
        I  D
        I
   5.00 *************** (     14)
        I  E
        I
      0 *** (      2)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY

MEAN          3.449    STD ERR       .142    MEDIAN       3.481
MODE          3.000    STD DEV      1.182    VARIANCE     1.398
KURTOSIS      -.128    SKEWNESS     -.604    RANGE        4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM        238.000
C.V. PCT     34.280    .95 C.I.     3.165        TO       3.733

VALID CASES      69    MISSING CASES    2
```

```
16 AUG 76        FILE - GS191413 - CREATED 16 AUG 76        PAGE  74

VAR030    RELY ON FOR INITIAL INFO
   CODE
        I
   1.00 ******* (     12)
        I  A
        I
   2.00 ** (      2)
        I  B
        I
   3.00 **************************** (     55)
        I  C
        I
   4.00 **************** (     30)
        I  D
        I
   5.00 *********** (     21)
        I  E
        I
      0 *** (      3)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        20        40        60        80       100
        FREQUENCY

MEAN          3.383    STD ERR       .101    MEDIAN       3.336
MODE          3.000    STD DEV      1.109    VARIANCE     1.230
KURTOSIS       .044    SKEWNESS     -.464    RANGE        4.000
MINIMUM       1.000    MAXIMUM      5.000    SUM        406.000
C.V. PCT     32.780    .95 C.I.     3.183        TO       3.584

VALID CASES     120    MISSING CASES    3
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  79

VAR031    HEAR ABOUT NEW IDEA
    CODE
          I
    1.00  *************** (    59)
          I  A
          I
    2.00  ***** (    14)
          I  B
          I
    3.00  ****************************** (   117)
          I  C
          I
    4.00  ******************************** (   125)
          I  D
          I
    5.00  * (     1)
          I  E
          I
       0  ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.984     STD ERR       .062     MEDIAN       3.226
MODE          4.000     STD DEV      1.097     VARIANCE     1.203
KURTOSIS      -.629     SKEWNESS     -.807     RANGE        4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM        943.000
C.V. PCT     36.753     .95 C.I.     2.863          TO      3.106

VALID CASES     316     MISSING CASES    2
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE

VA9031    HEAR ABOUT NEW IDEA
    CODE
          I
    1.00  ************ (    21)
          I  A
          I
    2.00  *** (     3)
          I  B
          I
    3.00  *********************** (    44)
          I  C
          I
    4.00  *************************** (    53)
          I  D
          I
    5.00  ** (     1)
          I  E
          I
       0  ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.082     STD ERR       .098     MEDIAN       3.34
MODE          4.000     STD DEV      1.088     VARIANCE     1.18
KURTOSIS      -.323     SKEWNESS     -.937     RANGE        4.00
MINIMUM       1.000     MAXIMUM      5.000     SUM        374.00
C.V. PCT     35.296     .95 C.I.     2.887          TO      3.27

VALID CASES     122     MISSING CASES    2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  71

VAR031    HEAR ABOUT NEW IDEA
    CODE
          I
    1.00  ************ (    11)
          I  A
          I
    2.00  **** (     3)
          I  B
          I
    3.00  ********************************* (    32)
          I  C
          I
    4.00  ************************** (    25)
          I  D
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.000     STD ERR       .120     MEDIAN       3.172
MODE          3.000     STD DEV      1.014     VARIANCE     1.029
KURTOSIS      -.206     SKEWNESS     -.910     RANGE        3.000
MINIMUM       1.000     MAXIMUM      4.000     SUM        213.000
C.V. PCT     33.806     .95 C.I.     2.760          TO      3.240

VALID CASES      71     MISSING CASES    0
```

```
16 AUG 76        FILE - G8151413 - CREATED 16 AUG 76        PAGE

VAR031    HEAR ABOUT NEW IDEA
    CODE
          I
    1.00  **************************** (    27)
          I  A
          I
    2.00  ********* (     8)
          I  B
          I
    3.00  ****************************************** (    41)
          I  C
          I
    4.00  ************************************************ (    47)
          I  D
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.878     STD ERR       .104     MEDIAN       3.14
MODE          4.000     STD DEV      1.149     VARIANCE     1.32
KURTOSIS     -1.034     SKEWNESS     -.639     RANGE        3.00
MINIMUM       1.000     MAXIMUM      4.000     SUM        354.00
C.V. PCT     39.936     .95 C.I.     2.673          TO      3.08

VALID CASES     123     MISSING CASES    0
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE  81

VAR032     INFO CONCERNING IMP DEC
    CODE
         I
    2.00 **************** (     59)
         I  B
         I
    3.00 *********** (     38)
         I  C
         I
    4.00 ****** (     20)
         I  D
         I
    5.00 *********************************************** (    187)
         I  E
         I
       0 ***** (     14)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

MEAN           4.102     STD ERR        .071     MEDIAN         4.687
MODE           5.000     STD DEV       1.229     VARIANCE       1.511
KURTOSIS      -1.072     SKEWNESS      -.825     RANGE          3.000
MINIMUM        2.000     MAXIMUM       5.000     SUM         1247.000
C.V. PCT      29.967     .95 C.I.      3.963          TO        4.241

VALID CASES      308     MISSING CASES    14
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE  76

VAR032     INFO CONCERNING IMP DEC
    CODE
         I
    2.00 *********** (     20)
         I  B
         I
    3.00 ********* (     15)
         I  C
         I
    4.00 **** (      6)
         I  D
         I
    5.00 ************************************** (     76)
         I  E
         I
       0 ***** (      7)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN           4.179     STD ERR        .111     MEDIAN         4.730
MODE           5.000     STD DEV       1.201     VARIANCE       1.442
KURTOSIS       -.946     SKEWNESS      -.949     RANGE          3.000
MINIMUM        2.000     MAXIMUM       5.000     SUM          489.000
C.V. PCT      28.728     .95 C.I.      3.960          TO        4.399

VALID CASES      117     MISSING CASES     7
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  73

VAR032     INFO CONCERNING IMP DEC
    CODE
         I
    2.00 **************** (     15)
         I  B
         I
    3.00 ******** (      7)
         I  C
         I
    4.00 ***** (      4)
         I  D
         I
    5.00 ****************************************** (     41)
         I  E
         I
       0 ***** (      4)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN           4.060     STD ERR        .156     MEDIAN         4.683
MODE           5.000     STD DEV       1.278     VARIANCE       1.633
KURTOSIS      -1.207     SKEWNESS      -.771     RANGE          3.000
MINIMUM        2.000     MAXIMUM       5.000     SUM          272.000
C.V. PCT      31.475     .95 C.I.      3.748          TO        4.371

VALID CASES       67     MISSING CASES     4
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76        PAGE  78

VAR032     INFO CONCERNING IMP DEC
    CODE
         I
    2.00 ************* (     24)
         I  B
         I
    3.00 ********* (     16)
         I  C
         I
    4.00 ****** (     10)
         I  D
         I
    5.00 ************************************ (     70)
         I  E
         I
       0 *** (      3)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN           4.050     STD ERR        .113     MEDIAN         4.643
MODE           5.000     STD DEV       1.236     VARIANCE       1.527
KURTOSIS      -1.181     SKEWNESS      -.739     RANGE          3.000
MINIMUM        2.000     MAXIMUM       5.000     SUM          486.000
C.V. PCT      30.510     .95 C.I.      3.827          TO        4.273

VALID CASES      120     MISSING CASES     3
```

```
 16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE  83

VAR033    NUMBER OF JOURNALS
     CODE
          I
     1.00 *** (      9)
          I  A
          I
     2.00 ***************** (     62)
          I  B
          I
     3.00 **************************** (    109)
          I  C
          I
     4.00 ************* (     49)
          I  D
          I
     5.00 *********************** (     87)
          I  E
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           3.453      STD ERR         .066      MEDIAN          3.298
MODE           3.000      STD DEV        1.169      VARIANCE        1.366
KURTOSIS      -1.106      SKEWNESS       -.005      RANGE           4.000
MINIMUM        1.000      MAXIMUM        5.000      SUM          1091.000
C.V. PCT      33.852      .95 C.I.       3.323            TO        3.582

VALID CASES      316      MISSING CASES      2
```

```
 16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76         PAGE

VAR033    NUMBER OF JOURNALS
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ************* (     12)
          I  B
          I
     3.00 **************************************** (     39)
          I  C
          I
     4.00 ************************* (     24)
          I  D
          I
     5.00 *********************************************** (     46)
          I  E
          I
        0 *** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.836      STD ERR         .097      MEDIAN          3.8
MODE           5.000      STD DEV        1.071      VARIANCE        1.1
KURTOSIS      -1.069      SKEWNESS       -.319      RANGE           4.0
MINIMUM        1.000      MAXIMUM        5.000      SUM           468.0
C.V. PCT      27.912      .95 C.I.       3.644            TO        4.0

VALID CASES      122      MISSING CASES      2
```

```
 16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76         PAGE  75

VAR033    NUMBER OF JOURNALS
     CODE
          I
     1.00 *** (      2)
          I  A
          I
     2.00 ************ (     11)
          I  B
          I
     3.00 ************************** (     25)
          I  C
          I
     4.00 ************* (     12)
          I  D
          I
     5.00 ********************** (     21)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.549      STD ERR         .137      MEDIAN          3.400
MODE           3.000      STD DEV        1.156      VARIANCE        1.337
KURTOSIS      -1.025      SKEWNESS       -.121      RANGE           4.000
MINIMUM        1.000      MAXIMUM        5.000      SUM           252.000
C.V. PCT      32.576      .95 C.I.       3.276            TO        3.823

VALID CASES       71      MISSING CASES      0
```

```
 16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76         PAGE

VAR033    NUMBER OF JOURNALS
     CODE
          I
     1.00 ******* (      6)
          I  A
          I
     2.00 **************************************** (     39)
          I  B
          I
     3.00 ********************************************** (     45)
          I  C
          I
     4.00 ************** (     13)
          I  D
          I
     5.00 ********************* (     20)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.016      STD ERR         .102      MEDIAN          2.8
MODE           3.000      STD DEV        1.131      VARIANCE        1.27
KURTOSIS       -.661      SKEWNESS        .446      RANGE           4.00
MINIMUM        1.000      MAXIMUM        5.000      SUM           371.00
C.V. PCT      37.486      .95 C.I.       2.814            TO        3.21

VALID CASES      123      MISSING CASES      0
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  85

VAR034    SALARY RANGE
    CODE
          I
       -0 ** (      4)
          I  A
          I
     1.00 ************** (     51)
          I  B
          I
     2.00 ******************************************* (    165)
          I  C
          I
     3.00 **** (     10)
          I  D
          I
     4.00 **** (     12)
          I  E
          I
     5.00 ****** (     19)
          I  F
          I
     6.00 ******* (     25)
          I  G
          I
     7.00 ******* (     22)
          I  H
          I
     8.00 **** (     10)
          I  I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            2.950     STD ERR        .114     MEDIAN          2.130
MODE            2.000     STD DEV       2.040     VARIANCE        4.161
KURTOSIS        -.055     SKEWNESS      1.122     RANGE           8.000
MINIMUM             0     MAXIMUM       8.000     SUM           938.000
C.V. PCT       69.159     .95 C.I.      2.725             TO      3.175

VALID CASES     318       MISSING CASES     0
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76          PAGE  80

VAR034    SALARY RANGE
    CODE
          I
       -0 ***** (      4)
          I  A
          I
     1.00 ******** (      7)
          I  B
          I
     2.00 ****************** (     17)
          I  C
          I
     3.00 ********* (      8)
          I  D
          I
     4.00 ************* (     12)
          I  E
          I
     5.00 ******************** (     19)
          I  F
          I
     6.00 ************************** (     25)
          I  G
          I
     7.00 *********************** (     22)
          I  H
          I
     8.00 *********** (     10)
          I  I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN            4.774     STD ERR        .199     MEDIAN          5.237
MODE            6.000     STD DEV       2.219     VARIANCE        4.924
KURTOSIS        -.881     SKEWNESS      -.448     RANGE           8.000
MINIMUM             0     MAXIMUM       8.000     SUM           592.000
C.V. PCT       46.480     .95 C.I.      4.380             TO      5.169

VALID CASES     124       MISSING CASES     0
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE  82

VAR034    SALARY RANGE
    CODE
          I
     1.00 *********************** (     44)
          I  B
          I
     2.00 **************************************** (     78)
          I  C
          I
     3.00 ** (      1)
          I  D
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            1.650     STD ERR        .045     MEDIAN          1.720
MODE            2.000     STD DEV        .496     VARIANCE         .246
KURTOSIS       -1.308     SKEWNESS      -.427     RANGE           2.000
MINIMUM         1.000     MAXIMUM       3.000     SUM           203.000
C.V. PCT       30.030     .95 C.I.      1.562             TO      1.739

VALID CASES     123       MISSING CASES     0
```

```
16 AUG 76          FILE - SUPER     - CREATED 16 AUG 76          PAGE  77

VAR034    SALARY RANGE
    CODE
          I
     2.00 ************************************ (     70)
          I  C
          I
     3.00 ** (      1)
          I  D
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.014     STD ERR        .014     MEDIAN          2.007
MODE            2.000     STD DEV        .119     VARIANCE         .014
KURTOSIS       66.018     SKEWNESS      8.247     RANGE           1.000
MINIMUM         2.000     MAXIMUM       3.000     SUM           143.000
C.V. PCT        5.892     .95 C.I.      1.986             TO      2.042

VALID CASES      71       MISSING CASES     0
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  87

VAR035    LESSER SALARY
   CODE
          I
    1.00  *************************************** (    152)
          I  A
          I
    2.00  ****************************************** (    162)
          I  B
          I
       0  ** (      4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.516     STD ERR       .028     MEDIAN       1.531
MODE          2.000     STD DEV       .501     VARIANCE      .251
KURTOSIS     -1.996     SKEWNESS     -.064     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        476.000
C.V. PCT     33.019     .95 C.I.     1.460           TO     1.572

VALID CASES     314     MISSING CASES    4
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR035    LESSER SALARY
   CODE
          I
    1.00  ***************************************** (     80)
          I  A
          I
    2.00  ********************** (     41)
          I  B
          I
       0  *** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.339     STD ERR       .043     MEDIAN       1.
MODE          1.000     STD DEV       .475     VARIANCE      .
KURTOSIS     -1.536     SKEWNESS      .681     RANGE        1.
MINIMUM       1.000     MAXIMUM      2.000     SUM        162.
C.V. PCT     35.500     .95 C.I.     1.253           TO     1.

VALID CASES     121     MISSING CASES    3
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE  79

VAR035    LESSER SALARY
   CODE
          I
    1.00  *************************** (     26)
          I  A
          I
    2.00  ********************************************** (     45)
          I  B
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          1.634     STD ERR       .058     MEDIAN       1.711
MODE          2.000     STD DEV       .485     VARIANCE      .235
KURTOSIS     -1.691     SKEWNESS     -.559     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        116.000
C.V. PCT     29.697     .95 C.I.     1.519           TO     1.749

VALID CASES      71     MISSING CASES    0
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76          PAGE

VAR035    LESSER SALARY
   CODE
          I
    1.00  ************************ (     46)
          I  A
          I
    2.00  *************************************** (     76)
          I  B
          I
       0  ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.623     STD ERR       .044     MEDIAN       1.6
MODE          2.000     STD DEV       .487     VARIANCE      .2
KURTOSIS     -1.743     SKEWNESS     -.507     RANGE        1.0
MINIMUM       1.000     MAXIMUM      2.000     SUM        198.0
C.V. PCT     29.985     .95 C.I.     1.536           TO     1.71

VALID CASES     122     MISSING CASES    1
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  89

VAR036    HOW MUCH
    CODE
         I
      -0 **********************************************  (    179)
         I  A
         I
    1.00 ****  (     13)
         I  B
         I
    2.00 ************  (     43)
         I  C
         I
    3.00 ****  (     13)
         I  D
         I
    4.00 ****  (     11)
         I  E
         I
    5.00 ***  (      9)
         I  F
         I
    6.00 *****  (     14)
         I  G
         I
    7.00 **  (      5)
         I  H
         I
    8.00 *****  (     14)
         I  I
         I
    9.00 *****  (     17)
         I  J
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

MEAN           1.921     STD ERR         .159     MEDIAN           .388
MODE              -0     STD DEV        2.837     VARIANCE        8.047
KURTOSIS        .542     SKEWNESS       1.367     RANGE           9.000
MINIMUM            0     MAXIMUM        9.000     SUM           611.000
C.V. PCT     147.644     .95 C.I.       1.608              TO     2.234

VALID CASES      318     MISSING CASES      0
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE  84

VAR036    HOW MUCH
    CODE
         I
      -0 *****************************  (     55)
         I  A
         I
    1.00 **  (      2)
         I  B
         I
    2.00 ****  (      6)
         I  C
         I
    3.00 ***  (      3)
         I  D
         I
    4.00 ******  (      9)
         I  E
         I
    5.00 *****  (      8)
         I  F
         I
    6.00 *****  (      7)
         I  G
         I
    7.00 ***  (      3)
         I  H
         I
    8.00 ********  (     14)
         I  I
         I
    9.00 **********  (     17)
         I  J
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN           3.444     STD ERR         .324     MEDIAN          2.333
MODE              -0     STD DEV        3.605     VARIANCE       12.997
KURTOSIS      -1.501     SKEWNESS        .389     RANGE           9.000
MINIMUM            0     MAXIMUM        9.000     SUM           427.000
C.V. PCT     104.692     .95 C.I.       2.803              TO     4.084

VALID CASES      124     MISSING CASES      0
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  81

VAR036    HOW MUCH
    CODE
         I
      -0 ************************************************  (     47)
         I  A
         I
    1.00 ****  (      3)
         I  B
         I
    2.00 **********  (      9)
         I  C
         I
    3.00 ******  (      5)
         I  D
         I
    4.00 ***  (      2)
         I  E
         I
    5.00 **  (      1)
         I  F
         I
    6.00 ****  (      3)
         I  G
         I
    7.00 **  (      1)
         I  H
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN           1.042     STD ERR         .211     MEDIAN           .255
MODE              -0     STD DEV        1.776     VARIANCE        3.155
KURTOSIS       2.250     SKEWNESS       1.753     RANGE           7.000
MINIMUM            0     MAXIMUM        7.000     SUM            74.000
C.V. PCT     170.431     .95 C.I.        .622              TO     1.463

VALID CASES       71     MISSING CASES      0
```

```
16 AUG 76         FILE - G8151013 - CREATED 16 AUG 76          PAGE  86

VAR036    HOW MUCH
    CODE
         I
      -0 ****************************************  (     77)
         I  A
         I
    1.00 *****  (      8)
         I  B
         I
    2.00 ***************  (     28)
         I  C
         I
    3.00 ****  (      5)
         I  D
         I
    6.00 ***  (      4)
         I  G
         I
    7.00 **  (      1)
         I  H
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN            .894     STD ERR         .132     MEDIAN           .299
MODE              -0     STD DEV        1.459     VARIANCE        2.128
KURTOSIS       4.842     SKEWNESS       2.093     RANGE           7.000
MINIMUM            0     MAXIMUM        7.000     SUM           110.000
C.V. PCT     163.120     .95 C.I.        .634              TO     1.155

VALID CASES      123     MISSING CASES      0
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE  91

VAR037    WHY NOT
     CODE
          I
     1.00 ** (      5)
          I  A
          I
     2.00 ****************** (     69)
          I  B
          I
     3.00 ********** (     37)
          I  C
          I
     4.00 ******* (     24)
          I  D
          I
     5.00 ******** (     28)
          I  E
          I
        0 **************************************** (    155)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           3.006      STD ERR        .092      MEDIAN        2.703
MODE           2.000      STD DEV       1.178      VARIANCE      1.389
KURTOSIS      -1.011      SKEWNESS       .510      RANGE         4.000
MINIMUM        1.000      MAXIMUM       5.000      SUM         490.000
C.V. PCT      39.203      .95 C.I.      2.824           TO       3.188

VALID CASES      163      MISSING CASES   155
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR037    WHY NOT
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ************ (     21)
          I  B
          I
     3.00 ****** (      9)
          I  C
          I
     4.00 *** (      4)
          I  D
          I
     5.00 *** (      4)
          I  E
          I
        0 ********************************************* (     85)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           2.718      STD ERR        .168      MEDIAN        2.38
MODE           2.000      STD DEV       1.050      VARIANCE      1.10
KURTOSIS       -.031      SKEWNESS       .998      RANGE         4.00
MINIMUM        1.000      MAXIMUM       5.000      SUM         106.00
C.V. PCT      38.633      .95 C.I.      2.378           TO       3.05

VALID CASES       39      MISSING CASES    85
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE  83

VAR037    WHY NOT
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ******************* (     18)
          I  B
          I
     3.00 ************* (     12)
          I  C
          I
     4.00 ******** (      7)
          I  D
          I
     5.00 ********* (      8)
          I  E
          I
        0 ************************** (     25)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.065      STD ERR        .171      MEDIAN        2.833
MODE           2.000      STD DEV       1.162      VARIANCE      1.351
KURTOSIS      -1.024      SKEWNESS       .473      RANGE         4.000
MINIMUM        1.000      MAXIMUM       5.000      SUM         141.000
C.V. PCT      37.923      .95 C.I.      2.720           TO       3.410

VALID CASES       46      MISSING CASES    25
```

```
16 AUG 76         FILE - 08151413 - CREATED 16 AUG 76          PAGE

VAR037    WHY NOT
     CODE
          I
     1.00 **** (      3)
          I  A
          I
     2.00 ******************************** (     30)
          I  B
          I
     3.00 ****************** (     16)
          I  C
          I
     4.00 *************** (     13)
          I  D
          I
     5.00 ****************** (     16)
          I  E
          I
        0 *********************************************** (     45)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.115      STD ERR        .140      MEDIAN        2.8
MODE           2.000      STD DEV       1.238      VARIANCE      1.5
KURTOSIS      -1.227      SKEWNESS       .317      RANGE         4.0
MINIMUM        1.000      MAXIMUM       5.000      SUM         243.0
C.V. PCT      39.730      .95 C.I.      2.836           TO       3.3

VALID CASES       78      MISSING CASES    45
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  93

VAR038    TIME TO DO WORK
    CODE
          I
     1.00 ************** (     55)
          I  A
          I
     2.00 ********************************* (    132)
          I  B
          I
     3.00 ************* (     50)
          I  C
          I
     4.00 ***** (     17)
          I  D
          I
     5.00 **************** (     62)
          I  E
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.680     STD ERR       .077     MEDIAN        2.280
MODE          2.000     STD DEV      1.362     VARIANCE      1.856
KURTOSIS      -.861     SKEWNESS      .644     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         847.000
C.V. PCT     50.830     .95 C.I.     2.530          TO       2.831

VALID CASES     316     MISSING CASES    2
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  88

VAR038    TIME TO DO WORK
    CODE
          I
     1.00 ************************** (     26)
          I  A
          I
     2.00 ************************************************* (     49)
          I  B
          I
     3.00 ******************** (     20)
          I  C
          I
     4.00 *** (      2)
          I  D
          I
     5.00 ************************** (     26)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.618     STD ERR       .127     MEDIAN        2.224
MODE          2.000     STD DEV      1.406     VARIANCE      1.976
KURTOSIS      -.819     SKEWNESS      .700     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         322.000
C.V. PCT     53.693     .95 C.I.     2.367          TO       2.869

VALID CASES     123     MISSING CASES    1
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  85

VAR038    TIME TO DO WORK
    CODE
          I
     1.00 ********* (      8)
          I  A
          I
     2.00 ********************************** (     34)
          I  B
          I
     3.00 ************ (     12)
          I  C
          I
     4.00 ***** (      4)
          I  D
          I
     5.00 ************** (     13)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.718     STD ERR       .153     MEDIAN        2.309
MODE          2.000     STD DEV      1.289     VARIANCE      1.662
KURTOSIS      -.642     SKEWNESS      .738     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         193.000
C.V. PCT     47.431     .95 C.I.     2.413          TO       3.023

VALID CASES      71     MISSING CASES    0
```

```
16 AUG 76          FILE - G8151415 - CREATED 16 AUG 76          PAGE  90

VAR038    TIME TO DO WORK
    CODE
          I
     1.00 ********************** (     21)
          I  A
          I
     2.00 ************************************************* (     49)
          I  B
          I
     3.00 ****************** (     18)
          I  C
          I
     4.00 ************ (     11)
          I  D
          I
     5.00 ************************ (     23)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.721     STD ERR       .124     MEDIAN        2.316
MODE          2.000     STD DEV      1.368     VARIANCE      1.872
KURTOSIS      -.986     SKEWNESS      .551     RANGE         4.000
MINIMUM       1.000     MAXIMUM      5.000     SUM         332.000
C.V. PCT     50.279     .95 C.I.     2.476          TO       2.967

VALID CASES     122     MISSING CASES    1
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE  95

VAR039    TIME YOU SPEND AT WORK
    CODE
          I
     1.00 ******* (    56)
          I  A
          I
     2.00 ********************** (   210)
          I  B
          I
     3.00 * (     4)
          I  C
          I
     4.00 **** (    29)
          I  D
          I
     5.00 *** (    17)
          I  E
          I
        0 * (     2)
 (MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN            2.180     STD ERR         .057     MEDIAN         1.986
MODE            2.000     STD DEV        1.006     VARIANCE       1.012
KURTOSIS        1.676     SKEWNESS       1.452     RANGE          4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM          689.000
C.V. PCT       46.133     .95 C.I.       2.069             TO     2.292

VALID CASES      316      MISSING CASES      2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76         PAGE  87

VAR039    TIME YOU SPEND AT WORK
    CODE
          I
     1.00 ****** (    10)
          I  A
          I
     2.00 **************************** (    54)
          I  B
          I
     4.00 *** (     3)
          I  D
          I
     5.00 *** (     4)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.113     STD ERR         .107     MEDIAN         1.972
MODE            2.000     STD DEV         .903     VARIANCE        .816
KURTOSIS        4.217     SKEWNESS       2.004     RANGE          4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM          150.000
C.V. PCT       42.749     .95 C.I.       1.899             TO     2.326

VALID CASES       71      MISSING CASES      0
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76         PAGE

VAR039    TIME YOU SPEND AT WORK
    CODE
          I
     1.00 ******************* (    35)
          I  A
          I
     2.00 ******************************* (    60)
          I  B
          I
     3.00 ** (     2)
          I  C
          I
     4.00 *********** (    20)
          I  D
          I
     5.00 **** (     6)
          I  E
          I
        0 ** (     1)
 (MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.203     STD ERR         .105     MEDIAN         1.9
MODE            2.000     STD DEV        1.166     VARIANCE       1.3
KURTOSIS        -.097     SKEWNESS        .969     RANGE          4.0
MINIMUM         1.000     MAXIMUM        5.000     SUM          271.0
C.V. PCT       52.930     .95 C.I.       1.995             TO     2.4

VALID CASES      123      MISSING CASES      1
```

```
16 AUG 76        FILE - G8151413 - CREATED 16 AUG 76         PAGE

VAR039    TIME YOU SPEND AT WORK
    CODE
          I
     1.00 ******* (    11)
          I  A
          I
     2.00 ************************************************* (    96)
          I  B
          I
     3.00 ** (     2)
          I  C
          I
     4.00 **** (     6)
          I  D
          I
     5.00 ***** (     7)
          I  E
          I
        0 ** (     1)
 (MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.197     STD ERR         .080     MEDIAN         2.02
MODE            2.000     STD DEV         .887     VARIANCE        .78
KURTOSIS        3.978     SKEWNESS       2.029     RANGE          4.0
MINIMUM         1.000     MAXIMUM        5.000     SUM          268.0
C.V. PCT       40.399     .95 C.I.       2.038             TO     2.35

VALID CASES      122      MISSING CASES      1
```

```
AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE  87

R040     WORK ROUTINE
 CODE
        I
  1.00 ******************************************* (    168)
        I  A
        I
  2.00 ********************************** (    133)
        I  B
        I
  3.00 ** (      2)
        I  C
        I
  4.00 **** (     11)
        I  D
        I
     0 ** (      4)
SSING) I
        I
        I.........I.........I.........I.........I.........I
        0        40        80       120       160       200
        FREQUENCY

AN         1.541      STD ERR        .039      MEDIAN          1.435
DE         1.000      STD DEV        .688      VARIANCE         .473
RTOSIS     3.186      SKEWNESS      1.534      RANGE           3.000
NIMUM      1.000      MAXIMUM       4.000      SUM           484.000
V. PCT    44.605      .95 C.I.      1.465           TO         1.618

LID CASES     314     MISSING CASES      4
```

```
AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE  89

R040     WORK ROUTINE
 CODE
        I
  1.00 ************************************ (     35)
        I  A
        I
  2.00 *********************************** (     34)
        I  B
        I
  4.00 *** (      2)
        I  D
        I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY

AN         1.563      STD ERR        .077      MEDIAN          1.515
DE         1.000      STD DEV        .649      VARIANCE         .421
RTOSIS     3.155      SKEWNESS      1.344      RANGE           3.000
NIMUM      1.000      MAXIMUM       4.000      SUM           111.000
V. PCT    41.499      .95 C.I.      1.410           TO         1.717

LID CASES      71     MISSING CASES      0
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE  92

VAR040     WORK ROUTINE
      CODE
           I
      1.00 ************************************** (     74)
           I  A
           I
      2.00 *********************** (     44)
           I  B
           I
      3.00 ** (      1)
           I  C
           I
      4.00 *** (      4)
           I  D
           I
         0 ** (      1)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.472      STD ERR        .061      MEDIAN          1.331
MODE           1.000      STD DEV        .681      VARIANCE         .464
KURTOSIS       3.747      SKEWNESS      1.742      RANGE           3.000
MINIMUM        1.000      MAXIMUM       4.000      SUM           181.000
C.V. PCT      46.307      .95 C.I.      1.350           TO         1.593

VALID CASES      123      MISSING CASES      1
```

```
16 AUG 76          FILE - 03151413 - CREATED 16 AUG 76          PAGE  94

VAR040     WORK ROUTINE
      CODE
           I
      1.00 ****************************** (     59)
           I  A
           I
      2.00 **************************** (     55)
           I  B
           I
      3.00 ** (      1)
           I  C
           I
      4.00 **** (      5)
           I  D
           I
         0 *** (      3)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.600      STD ERR        .065      MEDIAN          1.518
MODE           1.000      STD DEV        .715      VARIANCE         .511
KURTOSIS       2.884      SKEWNESS      1.447      RANGE           3.000
MINIMUM        1.000      MAXIMUM       4.000      SUM           192.000
C.V. PCT      44.674      .95 C.I.      1.471           TO         1.729

VALID CASES      120      MISSING CASES      3
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE  90

VAR041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (     11)
          I  A
          I
     2.00 ********************* (     80)
          I  B
          I
     3.00 ************************************************** (   185)
          I  C
          I
     4.00 ****** (     18)
          I  D
          I
     5.00 ** (      4)
          I  E
          I
        0 ****** (     20)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.745     STD ERR        .040     MEDIAN          2.814
MODE          3.000     STD DEV        .683     VARIANCE         .467
KURTOSIS      1.273     SKEWNESS      -.074     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           818.000
C.V. PCT     24.888     .95 C.I.      2.667           TO        2.823

VALID CASES     298     MISSING CASES    20
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (      5)
          I  A
          I
     2.00 ************ (     22)
          I  B
          I
     3.00 **************************************** (     71)
          I  C
          I
     4.00 ****** (      9)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 ********* (     16)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.806     STD ERR        .066     MEDIAN          2.8
MODE          3.000     STD DEV        .690     VARIANCE         .47
KURTOSIS      1.333     SKEWNESS      -.415     RANGE           4.00
MINIMUM       1.000     MAXIMUM       5.000     SUM           303.00
C.V. PCT     24.588     .95 C.I.      2.674           TO        2.93

VALID CASES     108     MISSING CASES    16
```

```
16 AUG 76        FILE - BUPER    - CREATED 16 AUG 76          PAGE  91

VAR041    POLICY IS ACCEPTED
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ************************ (     22)
          I  B
          I
     3.00 *********************************************** (     43)
          I  C
          I
     4.00 **** (      3)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.729     STD ERR        .076     MEDIAN          2.779
MODE          3.000     STD DEV        .635     VARIANCE         .404
KURTOSIS      1.498     SKEWNESS       .289     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           191.000
C.V. PCT     23.281     .95 C.I.      2.577           TO        2.880

VALID CASES      70     MISSING CASES     1
```

```
16 AUG 76        FILE - G8151813 - CREATED 16 AUG 76          PAGE

VAR041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (      5)
          I  A
          I
     2.00 ******************** (     36)
          I  B
          I
     3.00 **************************************** (     71)
          I  C
          I
     4.00 **** (      6)
          I  D
          I
     5.00 ** (      2)
          I  E
          I
        0 *** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.700     STD ERR        .064     MEDIAN          2.76
MODE          3.000     STD DEV        .705     VARIANCE         .49
KURTOSIS      1.249     SKEWNESS       .061     RANGE           4.00
MINIMUM       1.000     MAXIMUM       5.000     SUM           324.00
C.V. PCT     26.123     .95 C.I.      2.573           TO        2.82

VALID CASES     120     MISSING CASES     3
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 101

AR042    DECISION MAKER
   CODE
         I
   1.00 **** (     25)
         I  A
         I
   2.00 *** (     15)
         I  B
         I
   3.00 ************************ (   233)
         I  C
         I
   4.00 * (      4)
         I  D
         I
   5.00 ***** (     35)
         I  E
         I
      0 ** (      6)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        100       200       300       400       500
         FREQUENCY

MEAN          3.029      STD ERR          .052      MEDIAN          2.998
MODE          3.000      STD DEV          .912      VARIANCE         .832
KURTOSIS      1.531      SKEWNESS         .198      RANGE           4.000
MINIMUM       1.000      MAXIMUM         5.000      SUM           945.000
C.V. PCT     30.114      .95 C.I.        2.927           TO         3.130

VALID CASES     312      MISSING CASES       6
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76          PAGE  96

VAR042    DECISION MAKER
   CODE
         I
   1.00 ********** (     18)
         I  A
         I
   2.00 ****** (      9)
         I  B
         I
   3.00 ************************************* (    73)
         I  C
         I
   4.00 ** (      2)
         I  D
         I
   5.00 ********** (     18)
         I  E
         I
      0 *** (      4)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0         20        40        60        80       100
         FREQUENCY

MEAN          2.942      STD ERR          .104      MEDIAN          2.952
MODE          3.000      STD DEV         1.140      VARIANCE        1.299
KURTOSIS      -.045      SKEWNESS         .114      RANGE           4.000
MINIMUM       1.000      MAXIMUM         5.000      SUM           353.000
C.V. PCT     38.746      .95 C.I.        2.736           TO         3.148

VALID CASES     120      MISSING CASES       4
```

```
16 AUG 76          FILE - SUPER     - CREATED 16 AUG 76          PAGE  93

VAR042    DECISION MAKER
   CODE
         I
   1.00 **** (      5)
         I  A
         I
   2.00 ** (      2)
         I  B
         I
   3.00 ****************************** (    58)
         I  C
         I
   5.00 **** (      6)
         I  E
         I
         I.........I.........I.........I.........I.........I
         0         20        40        60        80       100
         FREQUENCY

MEAN          3.000      STD ERR          .096      MEDIAN          2.991
MODE          3.000      STD DEV          .811      VARIANCE         .657
KURTOSIS      2.973      SKEWNESS         .162      RANGE           4.000
MINIMUM       1.000      MAXIMUM         5.000      SUM           213.000
C.V. PCT     27.021      .95 C.I.        2.808           TO         3.192

VALID CASES      71      MISSING CASES       0
```

```
16 AUG 76          FILE - GS151813 - CREATED 16 AUG 76          PAGE  98

VAR042    DECISION MAKER
   CODE
         I
   1.00 ** (      2)
         I  A
         I
   2.00 ** (      4)
         I  B
         I
   3.00 *************************** (   102)
         I  C
         I
   4.00 ** (      2)
         I  D
         I
   5.00 **** (     11)
         I  E
         I
      0 ** (      2)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0         40        80       120       160       200
         FREQUENCY

MEAN          3.132      STD ERR          .062      MEDIAN          3.034
MODE          3.000      STD DEV          .682      VARIANCE         .466
KURTOSIS      4.088      SKEWNESS        1.252      RANGE           4.000
MINIMUM       1.000      MAXIMUM         5.000      SUM           379.000
C.V. PCT     21.787      .95 C.I.        3.009           TO         3.255

VALID CASES     121      MISSING CASES       2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE 103

VAR043    MAVERICK
     CODE
          I
     1.00 *** (       8)
          I  A
          I
     2.00 **** (      13)
          I  B
          I
     3.00 ***************************** (     113)
          I  C
          I
     4.00 ****************************************** (     167)
          I  D
          I
     5.00 **** (      12)
          I  E
          I
        0 ** (       5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          3.518     STD ERR      .042     MEDIAN       3.635
MODE          4.000     STD DEV      .751     VARIANCE      .565
KURTOSIS      1.695     SKEWNESS    -.491     RANGE        4.000
MINIMUM       1.000     MAXIMUM     5.000     SUM       1101.000
C.V. PCT     21.361     .95 C.I.    3.434          TO      3.601

VALID CASES     313     MISSING CASES    5
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE

VAR043    MAVERICK
     CODE
          I
     1.00 *** (       3)
          I  A
          I
     2.00 **** (       5)
          I  B
          I
     3.00 ******************* (      37)
          I  C
          I
     4.00 ************************************ (      72)
          I  D
          I
     5.00 **** (       5)
          I  E
          I
        0 ** (       2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.582     STD ERR      .068     MEDIAN       3.72
MODE          4.000     STD DEV      .748     VARIANCE      .55
KURTOSIS      2.095     SKEWNESS   -1.175     RANGE        4.00
MINIMUM       1.000     MAXIMUM     5.000     SUM        437.00
C.V. PCT     20.879     .95 C.I.    3.448          TO      3.71

VALID CASES     122     MISSING CASES    2
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE  95

VAR043    MAVERICK
     CODE
          I
     2.00 *** (       2)
          I  B
          I
     3.00 ********************************* (      33)
          I  C
          I
     4.00 ********************************** (      34)
          I  D
          I
     5.00 *** (       2)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.507     STD ERR      .072     MEDIAN       3.515
MODE          4.000     STD DEV      .606     VARIANCE      .368
KURTOSIS      -.382     SKEWNESS    -.027     RANGE        3.000
MINIMUM       2.000     MAXIMUM     5.000     SUM        249.000
C.V. PCT     17.293     .95 C.I.    3.363          TO      3.651

VALID CASES      71     MISSING CASES    0
```

```
16 AUG 76        FILE - 03191413 - CREATED 16 AUG 76        PAGE 1

VAR043    MAVERICK
     CODE
          I
     1.00 **** (       5)
          I  A
          I
     2.00 **** (       6)
          I  B
          I
     3.00 ********************** (      43)
          I  C
          I
     4.00 ******************************* (      61)
          I  D
          I
     5.00 **** (       5)
          I  E
          I
        0 *** (       3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.458     STD ERR      .076     MEDIAN       3.598
MODE          4.000     STD DEV      .829     VARIANCE      .687
KURTOSIS      1.397     SKEWNESS   -1.022     RANGE        4.000
MINIMUM       1.000     MAXIMUM     5.000     SUM        419.000
C.V. PCT     23.973     .95 C.I.    3.308          TO      3.608

VALID CASES     120     MISSING CASES    3
```

```
6 AUG 76          FILE - COMBINED - CREATED 16 AUG 76           PAGE 105

R044     FUNCTION AT NEW LEVEL
  CODE
          I
   1.00 ****************** (     34)
          I  A
          I
   2.00 ***************************** (     56)
          I  B
          I
   3.00 ****************************** (     58)
          I  C
          I
   4.00 ******************************************** (     87)
          I  D
          I
   5.00 **************************** (     53)
          I  E
          I
      0 **************** (     30)
ISSING)   I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

AN          3.240      STD ERR          .076      MEDIAN          3.431
DE          4.000      STD DEV         1.286      VARIANCE        1.653
RTOSIS     -1.048      SKEWNESS        -.266      RANGE           4.000
NIMUM       1.000      MAXIMUM         5.000      SUM           933.000
V. PCT     39.689      .95 C.I.        3.090            TO        3.399

LID CASES     288      MISSING CASES     30
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76            PAGE 10

VAR044     FUNCTION AT NEW LEVEL
   CODE
            I
     1.00 *************** (     14)
            I  A
            I
     2.00 *********************** (     22)
            I  B
            I
     3.00 ********************** (     21)
            I  C
            I
     4.00 ****************************** (     29)
            I  D
            I
     5.00 ************* (     12)
            I  E
            I
        0 *************************** (     26)
(MISSING)   I
            I
            I.........I.........I.........I.........I.........I
            0        10        20        30        40        50
            FREQUENCY

MEAN            3.031      STD ERR          .128      MEDIAN          3.119
MODE            4.000      STD DEV         1.264      VARIANCE        1.597
KURTOSIS       -1.085      SKEWNESS        -.119      RANGE           4.000
MINIMUM         1.000      MAXIMUM         5.000      SUM           297.000
C.V. PCT       41.699      .95 C.I.        2.777            TO        3.284

VALID CASES        98      MISSING CASES     26
```

```
16 AUG 76          FILE - SUPER     - CREATED 16 AUG 76           PAGE  97

AR044     FUNCTION AT NEW LEVEL
    CODE
            I
     1.00 ******* (      6)
            I  A
            I
     2.00 ********* (      8)
            I  B
            I
     3.00 ******************* (     18)
            I  C
            I
     4.00 ********************** (     21)
            I  D
            I
     5.00 ****************** (     17)
            I  E
            I
        0 ** (      1)
(MISSING)   I
            I
            I.........I.........I.........I.........I.........I
            0        10        20        30        40        50
            FREQUENCY

MEAN           3.500      STD ERR          .146      MEDIAN          3.643
MODE           4.000      STD DEV         1.225      VARIANCE        1.500
KURTOSIS       -.625      SKEWNESS        -.501      RANGE           4.000
MINIMUM        1.000      MAXIMUM         5.000      SUM           245.000
C.V. PCT      34.993      .95 C.I.        3.208            TO        3.792

VALID CASES       70      MISSING CASES      1
```

```
16 AUG 76          FILE - 03151413 - CREATED 16 AUG 76            PAGE 102

VAR044     FUNCTION AT NEW LEVEL
   CODE
            I
     1.00 *************** (     14)
            I  A
            I
     2.00 *************************** (     26)
            I  B
            I
     3.00 ******************** (     19)
            I  C
            I
     4.00 ************************************** (     37)
            I  D
            I
     5.00 ************************* (     24)
            I  E
            I
        0 **** (      3)
(MISSING)   I
            I
            I.........I.........I.........I.........I.........I
            0        10        20        30        40        50
            FREQUENCY

MEAN            3.258      STD ERR          .120      MEDIAN          3.527
MODE            4.000      STD DEV         1.319      VARIANCE        1.739
KURTOSIS       -1.147      SKEWNESS        -.263      RANGE           4.000
MINIMUM         1.000      MAXIMUM         5.000      SUM           391.000
C.V. PCT       40.477      .95 C.I.        3.020            TO        3.497

VALID CASES       120      MISSING CASES      3
```

```
 16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76           PAGE 107

VAR045    FAMILY RELATIONSHIP
    CODE
          I
    1.00 ***************************** (    109)
          I   A
          I
    2.00 ******************* (    71)
          I   B
          I
    3.00 ****************** (    68)
          I   C
          I
    4.00 ******* (    22)
          I   D
          I
    5.00 ************ (    43)
          I   E
          I
       0 ** (     5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           2.422     STD ERR       .078     MEDIAN         2.169
MODE           1.000     STD DEV      1.383     VARIANCE       1.911
KURTOSIS       -.807     SKEWNESS      .629     RANGE          4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM          758.000
C.V. PCT      57.088     .95 C.I.     2.268          TO        2.575

VALID CASES      313     MISSING CASES    5
```

```
 16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76           PAGE 10

VAR045    FAMILY RELATIONSHIP
    CODE
          I
    1.00 ***************************************** (    40)
          I   A
          I
    2.00 ************************* (    24)
          I   B
          I
    3.00 ******************************* (    30)
          I   C
          I
    4.00 ************ (    11)
          I   D
          I
    5.00 ******************* (    18)
          I   E
          I
       0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.537     STD ERR       .127     MEDIAN         2.396
MODE           1.000     STD DEV      1.404     VARIANCE       1.972
KURTOSIS      -1.003     SKEWNESS      .469     RANGE          4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM          312.000
C.V. PCT      55.361     .95 C.I.     2.286          TO        2.787

VALID CASES      123     MISSING CASES    1
```

```
 16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76           PAGE  99

VAR045    FAMILY RELATIONSHIP
    CODE
          I
    1.00 ************************ (    23)
          I   A
          I
    2.00 ************** (    13)
          I   B
          I
    3.00 ******************* (    18)
          I   C
          I
    4.00 ******* (     6)
          I   D
          I
    5.00 ************ (    11)
          I   E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.563     STD ERR       .169     MEDIAN         2.462
MODE           1.000     STD DEV      1.422     VARIANCE       2.021
KURTOSIS      -1.039     SKEWNESS      .442     RANGE          4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM          182.000
C.V. PCT      55.458     .95 C.I.     2.227          TO        2.900

VALID CASES       71     MISSING CASES    0
```

```
 16 AUG 76        FILE - GS151415 - CREATED 16 AUG 76           PAGE 10

VAR045    FAMILY RELATIONSHIP
    CODE
          I
    1.00 *************************************************** (    46)
          I   A
          I
    2.00 ************************************* (    34)
          I   B
          I
    3.00 ********************** (    20)
          I   C
          I
    4.00 ****** (     5)
          I   D
          I
    5.00 *************** (    14)
          I   E
          I
       0 ***** (     4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.218     STD ERR       .121     MEDIAN         1.897
MODE           1.000     STD DEV      1.322     VARIANCE       1.748
KURTOSIS       -.212     SKEWNESS      .941     RANGE          4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM          264.000
C.V. PCT      59.604     .95 C.I.     1.978          TO        2.459

VALID CASES      119     MISSING CASES    4
```

```
6 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 109

AR046    POSITION YOU DO NOT WANT
   CODE
          I
     1.00 ****** (     20)
          I  A
          I
     2.00 * (      1)
          I  B
          I
     3.00 *********************** (     89)
          I  C
          I
     4.00 **************************************** (    157)
          I  D
          I
     5.00 ********** (     36)
          I  E
          I
        0 ***** (     15)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

EAN         3.620      STD ERR        .054      MEDIAN        3.764
ODE         4.000      STD DEV        .937      VARIANCE       .879
URTOSIS     1.720      SKEWNESS     -1.137      RANGE         4.000
INIMUM      1.000      MAXIMUM       5.000      SUM        1097.000
.V. PCT    25.891      .95 C.I.      3.514            TO      3.726

ALID CASES     303     MISSING CASES    15
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 104

VAR046    POSITION YOU DO NOT WANT
     CODE
           I
     1.00  **** (      6)
           I  A
           I
     3.00  ********** (     18)
           I  C
           I
     4.00  ************************************* (     71)
           I  D
           I
     5.00  *********** (     19)
           I  E
           I
        0  ****** (     10)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

EAN           3.851      STD ERR        .083      MEDIAN        3.965
ODE           4.000      STD DEV        .885      VARIANCE       .783
URTOSIS       3.394      SKEWNESS     -1.553      RANGE         4.000
INIMUM        1.000      MAXIMUM       5.000      SUM         439.000
.V. PCT      22.977      .95 C.I.      3.687            TO      4.015

ALID CASES      114      MISSING CASES    10
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 101

AR046    POSITION YOU DO NOT WANT
   CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ** (      1)
          I  B
          I
     3.00 ***************************** (     28)
          I  C
          I
     4.00 ********************************** (     33)
          I  D
          I
     5.00 ******* (      6)
          I  E
          I
        0 *** (      2)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

EAN         3.609      STD ERR        .088      MEDIAN        3.636
ODE         4.000      STD DEV        .732      VARIANCE       .536
URTOSIS     1.164      SKEWNESS      -.381      RANGE         4.000
INIMUM      1.000      MAXIMUM       5.000      SUM         249.000
.V. PCT    20.284      .95 C.I.      3.433            TO      3.785

ALID CASES      69     MISSING CASES     2
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE 106

VAR046    POSITION YOU DO NOT WANT
     CODE
           I
     1.00  ******** (     13)
           I  A
           I
     3.00  *********************** (     43)
           I  C
           I
     4.00  **************************** (     53)
           I  D
           I
     5.00  ******* (     11)
           I  E
           I
        0  *** (      3)
 (MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN          3.408      STD ERR        .095      MEDIAN        3.575
MODE          4.000      STD DEV       1.041      VARIANCE      1.084
KURTOSIS       .719      SKEWNESS      -.966      RANGE         4.000
MINIMUM       1.000      MAXIMUM       5.000      SUM         409.000
C.V. PCT     30.547      .95 C.I.      3.220            TO      3.597

VALID CASES     120      MISSING CASES     3
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE 111

VAR047    ACCEPTED EMPLOYMENT
     CODE
          I
     1.00 ************************ (    94)
          I  A
          I
     2.00 ******** (    28)
          I  B
          I
     3.00 ****************************** (   118)
          I  C
          I
     4.00 ******* (    25)
          I  D
          I
     5.00 ********** (    37)
          I  E
          I
        0 ***** (    16)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           2.613     STD ERR        .076     MEDIAN          2.746
MODE           3.000     STD DEV       1.329     VARIANCE        1.766
KURTOSIS       -.931     SKEWNESS       .250     RANGE           4.000
MINIMUM        1.000     MAXIMUM       5.000     SUM           789.000
C.V. PCT      50.871     .95 C.I.      2.462          TO         2.763

VALID CASES     302      MISSING CASES    16
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PA

VAR047    ACCEPTED EMPLOYMENT
     CODE
          I
     1.00 *************************** (    27)
          I  A
          I
     2.00 ***************** (    17)
          I  B
          I
     3.00 ****************************************** (    42)
          I  C
          I
     4.00 **************** (    16)
          I  D
          I
     5.00 *********** (    11)
          I  E
          I
        0 *********** (    11)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.708     STD ERR        .118     MEDIAN          2
MODE           3.000     STD DEV       1.251     VARIANCE        1
KURTOSIS       -.860     SKEWNESS       .126     RANGE           4
MINIMUM        1.000     MAXIMUM       5.000     SUM           306
C.V. PCT      46.208     .95 C.I.      2.475          TO         2.

VALID CASES     113      MISSING CASES    11
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE 103

VAR047    ACCEPTED EMPLOYMENT
     CODE
          I
     1.00 *************************** (    27)
          I  A
          I
     2.00 ********* (     9)
          I  B
          I
     3.00 *************************** (    27)
          I  C
          I
     5.00 ******* (     7)
          I  E
          I
        0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.300     STD ERR        .151     MEDIAN          2.389
MODE           1.000     STD DEV       1.267     VARIANCE        1.604
KURTOSIS       -.397     SKEWNESS       .628     RANGE           4.000
MINIMUM        1.000     MAXIMUM       5.000     SUM           161.000
C.V. PCT      55.071     .95 C.I.      1.998          TO         2.602

VALID CASES      70      MISSING CASES     1
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76        PAGE

VAR047    ACCEPTED EMPLOYMENT
     CODE
          I
     1.00 **************************************** (    40)
          I  A
          I
     2.00 *** (     2)
          I  B
          I
     3.00 ************************************************** (
          I  C
          I
     4.00 ********* (     9)
          I  D
          I
     5.00 ******************* (    19)
          I  E
          I
        0 **** (     4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           2.706     STD ERR        .130     MEDIAN          2.
MODE           3.000     STD DEV       1.416     VARIANCE        2.
KURTOSIS      -1.107     SKEWNESS       .152     RANGE           4.
MINIMUM        1.000     MAXIMUM       5.000     SUM           322.
C.V. PCT      52.343     .95 C.I.      2.449          TO         2.

VALID CASES     119      MISSING CASES     4
```

```
 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE 113

R048   VACATION
  CODE
      I
  1.00 ************* (     51)
      I  A
      I
  2.00 ****************** (     71)
      I  B
      I
  3.00 *********************************** (    141)
      I  C
      I
  4.00 ********** (     38)
      I  D
      I
  5.00 ** (      5)
      I  E
      I
     0 **** (     12)
SSING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY

AN        2.592    STD ERR       .055    MEDIAN       2.720
DE        3.000    STD DEV       .961    VARIANCE      .924
RTOSIS    -.468    SKEWNESS     -.128    RANGE        4.000
NIMUM     1.000    MAXIMUM      5.000    SUM        793.000
V. PCT   37.100    .95 C.I.     2.483           TO    2.700

LID CASES     306    MISSING CASES    12
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE 108

VAR048   VACATION
   CODE
        I
   1.00 *********************** (     23)
        I  A
        I
   2.00 ************************************ (     36)
        I  B
        I
   3.00 *************************************** (     39)
        I  C
        I
   4.00 ******************* (     19)
        I  D
        I
   5.00 ***** (      5)
        I  E
        I
      0 *** (      2)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY

MEAN        2.566    STD ERR       .099    MEDIAN       2.551
MODE        3.000    STD DEV      1.091    VARIANCE     1.190
KURTOSIS    -.650    SKEWNESS      .234    RANGE        4.000
MINIMUM     1.000    MAXIMUM      5.000    SUM        313.000
C.V. PCT   42.517    .95 C.I.     2.370           TO    2.761

VALID CASES     122    MISSING CASES     2
```

```
 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE 105

R048   VACATION
  CODE
      I
  1.00 ******** (      8)
      I  A
      I
  2.00 **************** (     16)
      I  B
      I
  3.00 *********************************** (     35)
      I  C
      I
  4.00 ********* (      9)
      I  D
      I
     0 *** (      3)
SSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY

AN        2.662    STD ERR       .104    MEDIAN       2.786
DE        3.000    STD DEV       .857    VARIANCE      .735
RTOSIS    -.379    SKEWNESS     -.440    RANGE        3.000
NIMUM     1.000    MAXIMUM      4.000    SUM        181.000
V. PCT   32.201    .95 C.I.     2.454           TO    2.869

LID CASES      68    MISSING CASES     3
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76          PAGE 110

VAR048   VACATION
   CODE
        I
   1.00 ********** (     20)
        I  A
        I
   2.00 ********** (     19)
        I  B
        I
   3.00 ********************************** (     67)
        I  C
        I
   4.00 ***** (     10)
        I  D
        I
      0 **** (      7)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        20        40        60        80       100
        FREQUENCY

MEAN        2.578    STD ERR       .081    MEDIAN       2.784
MODE        3.000    STD DEV       .876    VARIANCE      .768
KURTOSIS    -.485    SKEWNESS     -.628    RANGE        3.000
MINIMUM     1.000    MAXIMUM      4.000    SUM        299.000
C.V. PCT   33.996    .95 C.I.     2.416           TO    2.739

VALID CASES     116    MISSING CASES     7
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE 115

VAR049    HEALTH
   CODE
          I
     1.00 ** (      2)
          I  A
          I
     2.00 ************************************* (    148)
          I  B
          I
     3.00 ********************** (     88)
          I  C
          I
     4.00 ********** (     34)
          I  D
          I
     5.00 ************ (     43)
          I  E
          I
        0 ** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          2.898     STD ERR        .060     MEDIAN          2.505
MODE          2.000     STD DEV       1.069     VARIANCE        1.143
KURTOSIS      -.925     SKEWNESS       .045     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           913.000
C.V. PCT     36.878     .95 C.I.      2.780           TO        3.017

VALID CASES     315     MISSING CASES     3
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PA

VAR049    HEALTH
   CODE
          I
     1.00 ** (      2)
          I  A
          I
     2.00 **************************** (    56)
          I  B
          I
     3.00 ****************** (     35)
          I  C
          I
     4.00 ******** (     14)
          I  D
          I
     5.00 ********* (     16)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.886     STD ERR        .097     MEDIAN
MODE          2.000     STD DEV       1.073     VARIANCE
KURTOSIS      -.499     SKEWNESS       .787     RANGE
MINIMUM       1.000     MAXIMUM       5.000     SUM           35
C.V. PCT     37.170     .95 C.I.      2.695           TO

VALID CASES     123     MISSING CASES     1
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE 107

VAR049    HEALTH
   CODE
          I
     2.00 ************************************ (    34)
          I  B
          I
     3.00 *********************** (     23)
          I  C
          I
     4.00 ******* (      6)
          I  D
          I
     5.00 ********* (      8)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.831     STD ERR        .119     MEDIAN          2.565
MODE          2.000     STD DEV       1.008     VARIANCE        1.000
KURTOSIS      -.034     SKEWNESS      1.034     RANGE           3.000
MINIMUM       2.000     MAXIMUM       5.000     SUM           201.000
C.V. PCT     35.316     .95 C.I.      2.594           TO        3.068

VALID CASES      71     MISSING CASES     0
```

```
16 AUG 76        FILE - 08151415 - CREATED 16 AUG 76          PAG

VAR049    HEALTH
   CODE
          I
     2.00 ***************************** (    58)
          I  B
          I
     3.00 **************** (     30)
          I  C
          I
     4.00 ******** (     14)
          I  D
          I
     5.00 *********** (     19)
          I  F
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          2.950     STD ERR        .101     MEDIAN          2.
MODE          2.000     STD DEV       1.109     VARIANCE        1.
KURTOSIS      -.708     SKEWNESS       .797     RANGE           3.
MINIMUM       2.000     MAXIMUM       5.000     SUM           357.
C.V. PCT     37.603     .95 C.I.      2.751           TO        3.

VALID CASES     121     MISSING CASES     2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE 117

VAR050     TERMINATE FRIEND
     CODE
          I
       2. * (      1)
          I  B
          I
       3. * (      2)
          I  C
          I
       4. * (      1)
          I  D
          I
       5. ********************* (    206)
          I  E
          I
        0 ************ (    108)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        100       200       300       400       500
          FREQUENCY

MEAN          4.962      STD ERR         .020      MEDIAN         4.990
MODE          5.000      STD DEV         .291      VARIANCE        .085
KURTOSIS     69.069      SKEWNESS      -8.170      RANGE          3.000
MINIMUM       2.000      MAXIMUM        5.000      SUM         1042.000
C.V. PCT      5.064      .95 C.I.       4.922           TO        5.001

VALID CASES     210      MISSING CASES   108
```

```
16 AUG 76        FILE - EXPC     - CREATED 16 AUG 76            PAGE 112

VAR050     TERMINATE FRIEND
     CODE
          I
       5. ****************************** (     57)
          I  E
          I
        0 ********************************** (     67)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            5.000      STD ERR           0      MEDIAN        5.000
MODE            5.000      STD DEV           0      VARIANCE          0
RANGE               0      MINIMUM       5.000      MAXIMUM       5.000
SUM           285.000      C.V. PCT          0      .95 C.I.      5.000
      TO        5.000

VALID CASES        57      MISSING CASES    67
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE 109

AR050     TERMINATE FRIEND
    CODE
         I
      5. ********************************** (     32)
         I  E
         I
       0 **************************************** (     39)
ISSING)  I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

EAN            5.000      STD ERR           0      MEDIAN          5.000
ODE            5.000      STD DEV           0      VARIANCE            0
ANGE               0      MINIMUM       5.000      MAXIMUM         5.000
UM           160.000      C.V. PCT          0      .95 C.I.        5.000
     TO        5.000

ALID CASES        32      MISSING CASES    39
```

```
16 AUG 76        FILE - 08151413 - CREATED 16 AUG 76            PAGE 114

VAR050     TERMINATE FRIEND
     CODE
          I
       2. * (      1)
          I  B
          I
       3. ** (      2)
          I  C
          I
       4. * (      1)
          I  D
          I
       5. ****************************** (    117)
          I  E
          I
        0 ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          4.934      STD ERR         .035      MEDIAN         4.983
MODE          5.000      STD DEV         .382      VARIANCE        .146
KURTOSIS     37.763      SKEWNESS      -6.100      RANGE          3.000
MINIMUM       2.000      MAXIMUM        5.000      SUM          597.000
C.V. PCT      7.734      .95 C.I.       4.865           TO        5.003

VALID CASES     121      MISSING CASES     2
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 119

VAR051     CONFLICT SITUATION
     CODE
          I
     1.00 ****** (     21)
          I  A
          I
     2.00 ******** (     27)
          I  B
          I
     3.00 ************************** (    101)
          I  C
          I
     4.00 * (      1)
          I  D
          I
     5.00 *********** (     40)
          I  E
          I
        0 ********************************* (    128)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            3.063      STD ERR         .087      MEDIAN          2.965
MODE            3.000      STD DEV        1.194      VARIANCE        1.435
KURTOSIS        -.473      SKEWNESS        .230      RANGE           4.000
MINIMUM         1.000      MAXIMUM        5.000      SUM           582.000
C.V. PCT       39.109      .95 C.I.       2.892             TO       3.235

VALID CASES      190       MISSING CASES   128
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 111

VAR051     CONFLICT SITUATION
     CODE
          I
     2.00 ******* (      6)
          I  B
          I
     3.00 ********************** (     21)
          I  C
          I
     5.00 **** (      3)
          I  E
          I
        0 ****************************************** (     41)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN            3.000      STD ERR         .144      MEDIAN          2.929
MODE            3.000      STD DEV         .788      VARIANCE         .621
KURTOSIS        2.000      SKEWNESS       1.291      RANGE           3.000
MINIMUM         2.000      MAXIMUM        5.000      SUM            90.000
C.V. PCT       26.261      .95 C.I.       2.706             TO       3.294

VALID CASES       30       MISSING CASES    41
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE

VAR051     CONFLICT SITUATION
     CODE
          I
     1.00 ****** (      9)
          I  A
          I
     2.00 **** (      5)
          I  B
          I
     3.00 ************ (     21)
          I  C
          I
     5.00 ****** (     10)
          I  E
          I
        0 ***************************************** (     79)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.933      STD ERR         .202      MEDIAN          2.
MODE            3.000      STD DEV        1.355      VARIANCE        1.
KURTOSIS        -.850      SKEWNESS        .177      RANGE           4.
MINIMUM         1.000      MAXIMUM        5.000      SUM           132.
C.V. PCT       46.197      .95 C.I.       2.526             TO       3.

VALID CASES       45       MISSING CASES    79
```

```
16 AUG 76          FILE - 03151413 - CREATED 16 AUG 76          PAGE

VAR051     CONFLICT SITUATION
     CODE
          I
     1.00 ******* (     12)
          I  A
          I
     2.00 ********* (     16)
          I  B
          I
     3.00 ******************************* (     59)
          I  C
          I
     4.00 ** (      1)
          I  D
          I
     5.00 *************** (     27)
          I  E
          I
        0 ***** (      8)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            3.130      STD ERR         .114      MEDIAN          3.0
MODE            3.000      STD DEV        1.225      VARIANCE        1.5
KURTOSIS        -.627      SKEWNESS        .181      RANGE           4.0
MINIMUM         1.000      MAXIMUM        5.000      SUM           360.0
C.V. PCT       39.129      .95 C.I.       2.904             TO       3.3

VALID CASES      115       MISSING CASES     8
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 121

AR052    BOARD ADVICE
   CODE
         I
   1.00 ****** (     18)
         I  A
         I
   2.00 *********** (     41)
         I  B
         I
   3.00 ******************** (     76)
         I  C
         I
   4.00 ********** (     35)
         I  D
         I
   5.00 ******** (     28)
         I  E
         I
      0 ******************************* (    120)
MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

EAN          3.071      STD ERR        .081      MEDIAN          3.026
ODE          3.000      STD DEV       1.147      VARIANCE        1.315
URTOSIS      -.642      SKEWNESS       .064      RANGE           4.000
INIMUM       1.000      MAXIMUM       5.000      SUM           608.000
.V. PCT     37.341      .95 C.I.      2.910             TO       3.231

ALID CASES     188      MISSING CASES   120
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 116

VAR052    BOARD ADVICE
    CODE
          I
    1.00 ** (      2)
          I  A
          I
    2.00 ***** (      8)
          I  B
          I
    3.00 *********** (     20)
          I  C
          I
    4.00 ***** (      8)
          I  D
          I
    5.00 ******** (     13)
          I  E
          I
       0 ************************************* (     73)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN         3.431      STD ERR        .162      MEDIAN          3.275
MODE         3.000      STD DEV       1.153      VARIANCE        1.330
KURTOSIS     -.882      SKEWNESS      -.029      RANGE           4.000
MINIMUM      1.000      MAXIMUM       5.000      SUM           175.000
C.V. PCT    33.612      .95 C.I.      3.107             TO       3.756

VALID CASES     51      MISSING CASES    73
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 113

AR052    BOARD ADVICE
   CODE
         I
   1.00 ***** (      4)
         I  A
         I
   2.00 *********** (     10)
         I  B
         I
   3.00 ************ (     11)
         I  C
         I
   4.00 **** (      3)
         I  D
         I
   5.00 ** (      1)
         I  E
         I
      0 ******************************************* (     42)
MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN         2.552      STD ERR        .183      MEDIAN          2.545
MODE         3.000      STD DEV        .985      VARIANCE         .970
URTOSIS      -.106      SKEWNESS       .310      RANGE           4.000
INIMUM       1.000      MAXIMUM       5.000      SUM            74.000
C.V. PCT    38.606      .95 C.I.      2.177             TO       2.926

VALID CASES     29      MISSING CASES    42
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE 118

VAR052    BOARD ADVICE
    CODE
          I
    1.00 ************* (     12)
          I  A
          I
    2.00 ************************ (     23)
          I  B
          I
    3.00 ********************************************** (     45)
          I  C
          I
    4.00 ************************* (     24)
          I  D
          I
    5.00 *************** (     14)
          I  E
          I
       0 ****** (      5)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN         3.042      STD ERR        .105      MEDIAN          3.033
MODE         3.000      STD DEV       1.135      VARIANCE        1.289
KURTOSIS     -.604      SKEWNESS      -.013      RANGE           4.000
MINIMUM      1.000      MAXIMUM       5.000      SUM           359.000
C.V. PCT    37.315      .95 C.I.      2.835             TO       3.248

VALID CASES    118      MISSING CASES     5
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE 123

VAR053    ADVISE FRIEND
     CODE
          I
     1.00 *** (      7)
          I  A
          I
     2.00 ********* (     30)
          I  B
          I
     3.00 *********************** (     85)
          I  C
          I
     4.00 ******************* (     69)
          I  D
          I
     5.00 **** (     12)
          I  E
          I
        0 ****************************** (    115)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           3.241     STD ERR          .063     MEDIAN           3.259
MODE           3.000     STD DEV          .899     VARIANCE          .808
KURTOSIS       -.058     SKEWNESS        -.287     RANGE            4.000
MINIMUM        1.000     MAXIMUM         5.000     SUM            658.000
C.V. PCT      27.728     .95 C.I.        3.117            TO        3.366

VALID CASES      203     MISSING CASES     115
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE 1

VAR053    ADVISE FRIEND
     CODE
          I
     2.00 *** (      4)
          I  B
          I
     3.00 ************ (     22)
          I  C
          I
     4.00 ************ (     22)
          I  D
          I
     5.00 *** (      4)
          I  E
          I
        0 ************************************* (     72)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           3.500     STD ERR          .105     MEDIAN           3.50
MODE           3.000     STD DEV          .754     VARIANCE          .56
KURTOSIS       -.326     SKEWNESS            0     RANGE            3.00
MINIMUM        2.000     MAXIMUM         5.000     SUM            182.00
C.V. PCT      21.545     .95 C.I.        3.290            TO        3.71

VALID CASES       52     MISSING CASES      72
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE 115

VAR053    ADVISE FRIEND
     CODE
          I
     2.00 ******** (      7)
          I  B
          I
     3.00 *********** (     10)
          I  C
          I
     4.00 *************** (     14)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 **************************************** (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           3.281     STD ERR          .150     MEDIAN           3.400
MODE           4.000     STD DEV          .851     VARIANCE          .725
KURTOSIS      -1.010     SKEWNESS        -.248     RANGE            3.000
MINIMUM        2.000     MAXIMUM         5.000     SUM            105.000
C.V. PCT      25.946     .95 C.I.        2.974            TO        3.588

VALID CASES       32     MISSING CASES      39
```

```
16 AUG 76         FILE - 08151415 - CREATED 16 AUG 76          PAGE 12

VAR053    ADVISE FRIEND
     CODE
          I
     1.00 ***** (      7)
          I  A
          I
     2.00 *********** (     19)
          I  B
          I
     3.00 **************************** (     53)
          I  C
          I
     4.00 ****************** (     33)
          I  D
          I
     5.00 ***** (      7)
          I  E
          I
        0 *** (      4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           3.118     STD ERR          .087     MEDIAN           3.132
MODE           3.000     STD DEV          .949     VARIANCE          .901
KURTOSIS       -.072     SKEWNESS        -.236     RANGE            4.000
MINIMUM        1.000     MAXIMUM         5.000     SUM            371.000
C.V. PCT      30.451     .95 C.I.        2.945            TO        3.290

VALID CASES      119     MISSING CASES       4
```

```
6 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 125

R054     NEW PRODUCT EXPANSION
  CODE
         I
   1.00  ********* (     33)
         I  A
         I
   2.00  **** (     13)
         I  B
         I
   3.00  *** (      7)
         I  C
         I
   4.00  ******************************* (    122)
         I  D
         I
   5.00  ******** (     27)
         I  E
         I
      0  ****************************** (    116)
ISSING)  I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

AN           3.480      STD ERR         .090      MEDIAN          3.893
DE           4.000      STD DEV        1.278      VARIANCE        1.634
RTOSIS       -.257      SKEWNESS      -1.038      RANGE           4.000
NIMUM        1.000      MAXIMUM        5.000      SUM           703.000
V. PCT      36.729      .95 C.I.       3.303           TO         3.658

LID CASES      202      MISSING CASES    116
```

```
16 AUG 76          FILE - EXEC      - CREATED 16 AUG 76          PAGE 120

VAR054     NEW PRODUCT EXPANSION
    CODE
           I
     1.00  ****** (     10)
           I  A
           I
     2.00  ** (      1)
           I  B
           I
     3.00  *** (      3)
           I  C
           I
     4.00  ***************** (     32)
           I  D
           I
     5.00  *** (      4)
           I  E
           I
        0  ************************************** (     74)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           3.380      STD ERR         .183      MEDIAN          3.944
MODE           4.000      STD DEV        1.292      VARIANCE        1.668
KURTOSIS       -.337      SKEWNESS      -1.080      RANGE           4.000
MINIMUM        1.000      MAXIMUM        5.000      SUM           169.000
C.V. PCT      38.222      .95 C.I.       3.013           TO         3.747

VALID CASES       50      MISSING CASES     74
```

```
6 AUG 76          FILE - SUPER     - CREATED 16 AUG 76          PAGE 117

R054     NEW PRODUCT EXPANSION
  CODE
         I
   1.00  ********** (      9)
         I  A
         I
   2.00  ** (      1)
         I  B
         I
   3.00  ** (      1)
         I  C
         I
   4.00  ******************* (     18)
         I  D
         I
   5.00  **** (      3)
         I  E
         I
      0  **************************************** (     39)
ISSING)  I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

AN           3.156      STD ERR         .258      MEDIAN          3.778
DE           4.000      STD DEV        1.462      VARIANCE        2.136
TOSIS       -1.248      SKEWNESS       -.653      RANGE           4.000
IMUM         1.000      MAXIMUM        5.000      SUM           101.000
. PCT       46.306      .95 C.I.       2.629           TO         3.683

ID CASES        32      MISSING CASES     39
```

```
16 AUG 76          FILE - 88151413 - CREATED 16 AUG 76          PAGE 122

VAR054     NEW PRODUCT EXPANSION
    CODE
           I
     1.00  ******** (     14)
           I  A
           I
     2.00  ******* (     11)
           I  B
           I
     3.00  *** (      3)
           I  C
           I
     4.00  ************************************* (     72)
           I  D
           I
     5.00  *********** (     20)
           I  E
           I
        0  *** (      3)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           3.608      STD ERR         .111      MEDIAN          3.944
MODE           4.000      STD DEV        1.211      VARIANCE        1.467
KURTOSIS        .144      SKEWNESS      -1.124      RANGE           4.000
MINIMUM        1.000      MAXIMUM        5.000      SUM           433.000
C.V. PCT      33.568      .95 C.I.       3.389           TO         3.827

VALID CASES      120      MISSING CASES      3
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE 127

VAR055    TIGHT TIME CONSTRAINTS
     CODE
          I
     1.00 ************************ (     92)
          I  A
          I
     2.00 ** (      2)
          I  B
          I
     3.00 ** (      2)
          I  C
          I
     4.00 ************************* (     95)
          I  D
          I
     5.00 ****** (     19)
          I  E
          I
        0 **************************** (    108)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            2.748     STD ERR         .110     MEDIAN          3.595
MODE            4.000     STD DEV        1.589     VARIANCE        2.525
KURTOSIS       -1.807     SKEWNESS       -.105     RANGE           4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM           577.000
C.V. PCT       57.827     .95 C.I.       2.531            TO       2.944

VALID CASES      210      MISSING CASES    108
```

```
16 AUG 76        FILE - EXEC      - CREATED 16 AUG 76          PAGE 12

VAR055    TIGHT TIME CONSTRAINTS
     CODE
          I
     1.00 *********** (     20)
          I  A
          I
     2.00 ** (      2)
          I  B
          I
     3.00 ** (      2)
          I  C
          I
     4.00 ************* (     24)
          I  D
          I
     5.00 ***** (      7)
          I  E
          I
        0 ************************************ (     69)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.927     STD ERR         .212     MEDIAN          3.646
MODE            4.000     STD DEV        1.574     VARIANCE        2.476
KURTOSIS       -1.651     SKEWNESS       -.253     RANGE           4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM           161.000
C.V. PCT       53.755     .95 C.I.       2.502            TO       3.353

VALID CASES       55      MISSING CASES     69
```

```
16 AUG 76        FILE - SUPER     - CREATED 16 AUG 76          PAGE 119

VAR055    TIGHT TIME CONSTRAINTS
     CODE
          I
     1.00 ********************* (     20)
          I  A
          I
     4.00 ************ (     11)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 **************************************** (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN            2.156     STD ERR         .270     MEDIAN          1.300
MODE            1.000     STD DEV        1.526     VARIANCE        2.330
KURTOSIS       -1.600     SKEWNESS        .562     RANGE           4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM            69.000
C.V. PCT       70.786     .95 C.I.       1.606            TO       2.707

VALID CASES       32      MISSING CASES     39
```

```
16 AUG 76        FILE - G3151413 - CREATED 16 AUG 76          PAGE 12

VAR055    TIGHT TIME CONSTRAINTS
     CODE
          I
     1.00 *********************************************** (     92)
          I  A
          I
     4.00 ******************************* (     60)
          I  D
          I
     5.00 ******* (     11)
          I  E
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            2.821     STD ERR         .143     MEDIAN          3.698
MODE            4.000     STD DEV        1.589     VARIANCE        2.525
KURTOSIS       -1.787     SKEWNESS       -.209     RANGE           4.000
MINIMUM         1.000     MAXIMUM        5.000     SUM           347.000
C.V. PCT       56.327     .95 C.I.       2.537            TO       3.105

VALID CASES      123      MISSING CASES      0
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76        PAGE 120

VAR056    DECISIONS WITHOUT FACTS
    CODE
          I
    1.00  *** (      9)
          I  A
          I
    2.00  ****** (     21)
          I  B
          I
    3.00  ************** (     53)
          I  C
          I
    4.00  ******************** (     77)
          I  D
          I
    5.00  ************* (     49)
          I  E
          I
       0  **************************** (    109)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          3.651     STD ERR        .075     MEDIAN          3.779
MODE          4.000     STD DEV       1.074     VARIANCE        1.161
KURTOSIS      -.229     SKEWNESS      -.590     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           763.000
C.V. PCT     29.516     .95 C.I.      3.504             TO      3.798

VALID CASES     209     MISSING CASES   109
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76        PAGE 124

VAR056    DECISIONS WITHOUT FACTS
    CODE
          I
    1.00  *** (      4)
          I  A
          I
    2.00  **** (      5)
          I  B
          I
    3.00  ********* (     16)
          I  C
          I
    4.00  ************ (     22)
          I  D
          I
    5.00  ***** (      8)
          I  E
          I
       0  *********************************** (     69)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.455     STD ERR        .146     MEDIAN          3.61
MODE          4.000     STD DEV       1.086     VARIANCE        1.178
KURTOSIS      -.069     SKEWNESS      -.627     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           190.000
C.V. PCT     31.424     .95 C.I.      3.161             TO      3.749

VALID CASES      55     MISSING CASES    69
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76        PAGE 121

VAR056    DECISIONS WITHOUT FACTS
    CODE
          I
    3.00  ******** (      7)
          I  C
          I
    4.00  **************** (     15)
          I  D
          I
    5.00  *********** (     10)
          I  E
          I
       0  **************************************** (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          4.094     STD ERR        .130     MEDIAN          4.100
MODE          4.000     STD DEV        .734     VARIANCE         .539
KURTOSIS     -1.081     SKEWNESS      -.143     RANGE           2.000
MINIMUM       3.000     MAXIMUM       5.000     SUM           131.000
C.V. PCT     17.939     .95 C.I.      3.829             TO      4.359

VALID CASES      32     MISSING CASES    39
```

```
16 AUG 76        FILE - 03151413 - CREATED 16 AUG 76        PAGE 126

VAR056    DECISIONS WITHOUT FACTS
    CODE
          I
    1.00  ****** (      5)
          I  A
          I
    2.00  ***************** (     16)
          I  B
          I
    3.00  ******************************* (     30)
          I  C
          I
    4.00  ***************************************** (     40)
          I  D
          I
    5.00  ******************************** (     31)
          I  E
          I
       0  ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.623     STD ERR        .102     MEDIAN          3.750
MODE          4.000     STD DEV       1.123     VARIANCE        1.262
KURTOSIS      -.568     SKEWNESS      -.485     RANGE           4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM           442.000
C.V. PCT     31.003     .95 C.I.      3.422             TO      3.824

VALID CASES     122     MISSING CASES     1
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76          PAGE 131

VAR057    NEW BLDG MATERIAL
    CODE
         I
    1.00 ************* (     49)
         I  A
         I
    2.00 ************************************ (    144)
         I  B
         I
    3.00 **** (     10)
         I  C
         I
    4.00 ** (      3)
         I  D
         I
    5.00 * (      1)
         I  E
         I
       0 **************************** (    111)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY

MEAN          1.855    STD ERR        .042    MEDIAN        1.878
MODE          2.000    STD DEV        .606    VARIANCE       .367
KURTOSIS      4.406    SKEWNESS       .985    RANGE         4.000
MINIMUM       1.000    MAXIMUM       5.000    SUM         384.000
C.V. PCT     32.668    .95 C.I.      1.772         TO       1.938

VALID CASES     207    MISSING CASES   111
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76          PAGE 12

VAR057    NEW BLDG MATERIAL
    CODE
         I
    1.00 ****** (      9)
         I  A
         I
    2.00 ********************* (     40)
         I  B
         I
    3.00 *** (      3)
         I  C
         I
    4.00 ** (      1)
         I  D
         I
    5.00 ** (      1)
         I  F
         I
       0 ************************************ (     70)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          1.981    STD ERR        .093    MEDIAN        1.950
MODE          2.000    STD DEV        .687    VARIANCE       .471
KURTOSIS      6.622    SKEWNESS      1.788    RANGE         4.000
MINIMUM       1.000    MAXIMUM       5.000    SUM         107.000
C.V. PCT     34.648    .95 C.I.      1.794         TO       2.169

VALID CASES      54    MISSING CASES    70
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76          PAGE 123

VAR057    NEW BLDG MATERIAL
    CODE
         I
    1.00 ********* (      8)
         I  A
         I
    2.00 ********************* (     20)
         I  B
         I
    3.00 **** (      3)
         I  C
         I
       0 ***************************************** (     40)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY

MEAN          1.839    STD ERR        .105    MEDIAN        1.875
MODE          2.000    STD DEV        .583    VARIANCE       .340
KURTOSIS      -.187    SKEWNESS       .011    RANGE         2.000
MINIMUM       1.000    MAXIMUM       3.000    SUM          57.000
C.V. PCT     31.702    .95 C.I.      1.625         TO       2.053

VALID CASES      31    MISSING CASES    40
```

```
16 AUG 76         FILE - GS151413 - CREATED 16 AUG 76          PAGE 128

VAR057    NEW BLDG MATERIAL
    CODE
         I
    1.00 ***************** (     32)
         I  A
         I
    2.00 ****************************************** (     84)
         I  B
         I
    3.00 *** (      4)
         I  C
         I
    4.00 ** (      2)
         I  D
         I
       0 ** (      1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY

MEAN          1.803    STD ERR        .052    MEDIAN        1.845
MODE          2.000    STD DEV        .570    VARIANCE       .325
KURTOSIS      2.395    SKEWNESS       .543    RANGE         3.000
MINIMUM       1.000    MAXIMUM       4.000    SUM         220.000
C.V. PCT     31.595    .95 C.I.      1.701         TO       1.905

VALID CASES     122    MISSING CASES     1
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 133

AR058    KEY PEOPLE CONFLICT
   CODE
          I
    1.00  ********** (     37)
          I  A
          I
    2.00  ** (      3)
          I  B
          I
    3.00  ********************** (     88)
          I  C
          I
    4.00  ** (      2)
          I  D
          I
    5.00  ******************** (     79)
          I  E
          I
       0  *************************** (    109)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

EAN           3.397     STD ERR        .100     MEDIAN        3.233
ODE           3.000     STD DEV       1.448     VARIANCE      2.096
URTOSIS      -1.069     SKEWNESS      -.314     RANGE         4.000
INIMUM        1.000     MAXIMUM       5.000     SUM         710.000
.V. PCT      42.621     .95 C.I.      3.200          TO       3.595

ALID CASES      209     MISSING CASES   109
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 128

VAR058    KEY PEOPLE CONFLICT
   CODE
          I
    1.00  ******** (     13)
          I  A
          I
    2.00  ** (      1)
          I  B
          I
    3.00  ********** (     17)
          I  C
          I
    5.00  ************** (     25)
          I  E
          I
       0  ********************************** (     68)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.411     STD ERR        .216     MEDIAN        3.324
MODE          5.000     STD DEV       1.616     VARIANCE      2.610
KURTOSIS     -1.341     SKEWNESS      -.373     RANGE         4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM         191.000
C.V. PCT     47.367     .95 C.I.      2.978          TO       3.843

VALID CASES      56     MISSING CASES    68
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 125

AR058    KEY PEOPLE CONFLICT
   CODE
          I
    1.00  ******* (      6)
          I  A
          I
    3.00  ************* (     12)
          I  C
          I
    5.00  *************** (     19)
          I  E
          I
       0  **************************************** (     39)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

EAN           3.500     STD ERR        .269     MEDIAN        3.667
ODE           5.000     STD DEV       1.524     VARIANCE      2.323
URTOSIS      -1.111     SKEWNESS      -.444     RANGE         4.000
INIMUM        1.000     MAXIMUM       5.000     SUM         112.000
.V. PCT      43.543     .95 C.I.      2.951          TO       4.049

ALID CASES       32     MISSING CASES    39
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE 130

VAR058    KEY PEOPLE CONFLICT
   CODE
          I
    1.00  ********** (     18)
          I  A
          I
    2.00  ** (      2)
          I  B
          I
    3.00  ****************************** (     59)
          I  C
          I
    4.00  ** (      2)
          I  D
          I
    5.00  ******************** (     40)
          I  E
          I
       0  ** (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          3.364     STD ERR        .123     MEDIAN        3.186
MODE          3.000     STD DEV       1.354     VARIANCE      1.833
KURTOSIS      -.858     SKEWNESS      -.235     RANGE         4.000
MINIMUM       1.000     MAXIMUM       5.000     SUM         407.000
C.V. PCT     40.254     .95 C.I.      3.120          TO       3.607

VALID CASES     121     MISSING CASES     2
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 135

VAR059    CEO POSITION
   CODE
          I
     1.00 ** (      4)
          I  A
          I
     2.00 ** (      5)
          I  B
          I
     3.00 ********************** I     89)
          I  C
          I
     4.00 * (      1)
          I  D
          I
     5.00 ************************** (    104)
          I  E
          I
        0 ***************************** I    115)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           3.966     STD ERR       .078     MEDIAN        4.524
MODE           5.000     STD DEV      1.110     VARIANCE      1.231
KURTOSIS      -1.096     SKEWNESS     -.390     RANGE         4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM         805.000
C.V. PCT      27.984     .95 C.I.     3.812           TO      4.119

VALID CASES      203     MISSING CASES  115
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 13

VAR059    CEO POSITION
   CODE
          I
     1.00 *** (      3)
          I  A
          I
     2.00 ** I      1)
          I  B
          I
     3.00 ************ I     23)
          I  C
          I
     5.00 ************ I     23)
          I  E
          I
        0 ************************************* (     74)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           3.780     STD ERR       .174     MEDIAN        3.413
MODE           3.000     STD DEV      1.234     VARIANCE      1.522
KURTOSIS       -.764     SKEWNESS     -.431     RANGE         4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM         189.000
C.V. PCT      32.638     .95 C.I.     3.429           TO      4.131

VALID CASES       50     MISSING CASES   74
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 127

VAR059    CEO POSITION
   CODE
          I
     2.00 ** I      1)
          I  B
          I
     3.00 ********** (     10)
          I  C
          I
     5.00 ********************* (     21)
          I  E
          I
        0 *************************************** I     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           4.281     STD ERR       .181     MEDIAN        4.738
MODE           5.000     STD DEV      1.023     VARIANCE      1.047
KURTOSIS      -1.190     SKEWNESS     -.768     RANGE         3.000
MINIMUM        2.000     MAXIMUM      5.000     SUM         137.000
C.V. PCT      23.905     .95 C.I.     3.912           TO      4.650

VALID CASES       32     MISSING CASES   39
```

```
16 AUG 76          FILE - OS151413 - CREATED 16 AUG 76          PAGE 13

VAR059    CEO POSITION
   CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 *** I      3)
          I  B
          I
     3.00 **************************** (     56)
          I  C
          I
     4.00 ** (      1)
          I  D
          I
     5.00 ****************************** (     60)
          I  E
          I
        0 ** I      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           3.959     STD ERR       .097     MEDIAN        4.000
MODE           5.000     STD DEV      1.068     VARIANCE      1.140
KURTOSIS      -1.457     SKEWNESS     -.206     RANGE         4.000
MINIMUM        1.000     MAXIMUM      5.000     SUM         479.000
C.V. PCT      26.971     .95 C.I.     3.767           TO      4.151

VALID CASES      121     MISSING CASES    2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE 137

VAR060    POWER1
    CODE
          I
     1.00 ***************************************  (    155)
          I  A
          I
     2.00 **************  (     54)
          I  B
          I
        0 ***************************  (    109)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN           1.258     STD ERR        .030     MEDIAN          1.174
MODE           1.000     STD DEV        .439     VARIANCE         .193
KURTOSIS       -.781     SKEWNESS      1.104     RANGE           1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM           263.000
C.V. PCT      34.870     .95 C.I.      1.199             TO      1.318

VALID CASES      209     MISSING CASES   109
```

```
16 AUG 76        FILE - EXPC     - CREATED 16 AUG 76          PAGE 132

VAR040    POWER1
    CODE
          I
     1.00 ********************  (     39)
          I  A
          I
     2.00 *********  (     17)
          I  B
          I
        0 **********************************  (     68)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           1.304     STD ERR        .062     MEDIAN          1.219
MODE           1.000     STD DEV        .464     VARIANCE         .215
KURTOSIS      -1.270     SKEWNESS       .854     RANGE           1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM            73.000
C.V. PCT      35.592     .95 C.I.      1.179             TO      1.429

VALID CASES       56     MISSING CASES    68
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE 129

VAR068    POWER1
    CODE
          I
     1.00 ****************************  (     28)
          I  A
          I
     2.00 ****  (      4)
          I  B
          I
        0 ***************************************  (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN           1.125     STD ERR        .059     MEDIAN          1.071
MODE           1.000     STD DEV        .336     VARIANCE         .113
KURTOSIS       3.143     SKEWNESS      2.268     RANGE           1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM            36.000
C.V. PCT      29.868     .95 C.I.      1.004             TO      1.246

VALID CASES       32     MISSING CASES    39
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76          PAGE 134

VAR040    POWER1
    CODE
          I
     1.00 ********************************************  (     88)
          I  A
          I
     2.00 *****************  (     33)
          I  B
          I
        0 **  (      2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN           1.273     STD ERR        .041     MEDIAN          1.188
MODE           1.000     STD DEV        .447     VARIANCE         .200
KURTOSIS       -.958     SKEWNESS      1.021     RANGE           1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM           154.000
C.V. PCT      35.138     .95 C.I.      1.192             TO      1.353

VALID CASES      121     MISSING CASES     2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76         PAGE 139

VAR061    POWER2
    CODE
          I
     1.00 **************************************** (   161)
          I  A
          I
     2.00 ************ (    46)
          I  B
          I
        0 **************************** (   111)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.222     STD ERR       .029     MEDIAN        1.143
MODE          1.000     STD DEV       .417     VARIANCE       .174
KURTOSIS      -.214     SKEWNESS     1.336     RANGE         1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM         253.000
C.V. PCT     34.098     .95 C.I.     1.165         TO        1.279

VALID CASES     207     MISSING CASES  111
```

```
16 AUG 76        FILE - EXPC     - CREATED 16 AUG 76         PAGE

VAR061    POWER2
    CODE
          I
     1.00 ****************** (    36)
          I  A
          I
     2.00 ********* (    18)
          I  B
          I
        0 *********************************** (    70)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.333     STD ERR       .065     MEDIAN        1.2
MODE          1.000     STD DEV       .476     VARIANCE       .2
KURTOSIS     -1.500     SKEWNESS      .707     RANGE         1.0
MINIMUM       1.000     MAXIMUM      2.000     SUM          72.0
C.V. PCT     35.687     .95 C.I.     1.203         TO        1.4

VALID CASES      54     MISSING CASES   70
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76         PAGE 131

VAR061    POWER2
    CODE
          I
     1.00 ************************* (    25)
          I  A
          I
     2.00 ******* (     7)
          I  B
          I
        0 *************************************** (    39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          1.219     STD ERR       .074     MEDIAN        1.140
MODE          1.000     STD DEV       .420     VARIANCE       .176
KURTOSIS      -.149     SKEWNESS     1.361     RANGE         1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM          39.000
C.V. PCT     34.463     .95 C.I.     1.067         TO        1.370

VALID CASES      32     MISSING CASES   39
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76         PAGE 1

VAR061    POWER2
    CODE
          I
     1.00 ****************************************************** (   10
          I  A
          I
     2.00 *********** (    21)
          I  B
          I
        0 ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.174     STD ERR       .035     MEDIAN        1.10
MODE          1.000     STD DEV       .380     VARIANCE       .14
KURTOSIS       .972     SKEWNESS     1.724     RANGE         1.00
MINIMUM       1.000     MAXIMUM      2.000     SUM         142.00
C.V. PCT     32.406     .95 C.I.     1.105         TO        1.24

VALID CASES     121     MISSING CASES    2
```

```
16 AUG 76        FILE - COMBINED - CREATED 16 AUG 76          PAGE 141

VAR062    POWER3
   CODE
          I
   1.00   ********************************** (   135)
          I  A
          I
   2.00   ****************** (    72)
          I  B
          I
      0   **************************** (   111)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.348     STD ERR        .033     MEDIAN          1.267
MODE          1.000     STD DEV        .477     VARIANCE         .228
KURTOSIS     -1.592     SKEWNESS       .639     RANGE           1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM           279.000
C.V. PCT     35.423     .95 C.I.      1.282             TO      1.413

VALID CASES     207     MISSING CASES   111
```

```
16 AUG 76        FILE - EXEC     - CREATED 16 AUG 76          PAGE 136

VAR062    POWER3
   CODE
          I
   1.00   ******************* (    38)
          I  A
          I
   2.00   ******** (    16)
          I  B
          I
      0   *********************************** (    70)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.296     STD ERR        .063     MEDIAN          1.211
MODE          1.000     STD DEV        .461     VARIANCE         .212
KURTOSIS     -1.204     SKEWNESS       .892     RANGE           1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM            70.000
C.V. PCT     35.556     .95 C.I.      1.170             TO      1.422

VALID CASES      54     MISSING CASES    70
```

```
16 AUG 76        FILE - SUPER    - CREATED 16 AUG 76          PAGE 133

AR062     POWER3
   CODE
          I
   1.00   ****************** (    18)
          I  A
          I
   2.00   ************** (    14)
          I  B
          I
      0   *************************************** (    39)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

EAN           1.438     STD ERR        .089     MEDIAN          1.389
ODE           1.000     STD DEV        .504     VARIANCE         .254
URTOSIS      -1.937     SKEWNESS       .252     RANGE           1.000
INIMUM        1.000     MAXIMUM       2.000     SUM            46.000
.V. PCT      35.062     .95 C.I.      1.256             TO      1.619

ALID CASES       32     MISSING CASES    39
```

```
16 AUG 76        FILE - GS151413 - CREATED 16 AUG 76          PAGE 138

VAR062    POWER3
   CODE
          I
   1.00   **************************************** (    79)
          I  A
          I
   2.00   ********************* (    42)
          I  B
          I
      0   ** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.347     STD ERR        .043     MEDIAN          1.266
MODE          1.000     STD DEV        .478     VARIANCE         .229
KURTOSIS     -1.587     SKEWNESS       .642     RANGE           1.000
MINIMUM       1.000     MAXIMUM       2.000     SUM           163.000
C.V. PCT     35.486     .95 C.I.      1.261             TO      1.433

VALID CASES     121     MISSING CASES     2
```

```
 16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76            PAGE 143

VAR063     POWER4
    CODE
           I
    1.00   *************************************** (   156)
           I   A
           I
    2.00   ************** (    54)
           I   B
           I
       0   *************************** (   108)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        40        80       120       160       200
           FREQUENCY

MEAN           1.257     STD ERR        .030     MEDIAN         1.173
MODE           1.000     STD DEV        .438     VARIANCE        .192
KURTOSIS       -.765     SKEWNESS      1.111     RANGE          1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM          264.000
C.V. PCT      34.849     .95 C.I.      1.198             TO     1.317

VALID CASES      210     MISSING CASES   108
```

```
 16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76            PAGE

VAR063     POWER4
    CODE
           I
    1.00   ***************** (    33)
           I   A
           I
    2.00   ************ (    23)
           I   B
           I
       0   ********************************** (    68)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.411     STD ERR        .066     MEDIAN         1.
MODE           1.000     STD DEV        .496     VARIANCE        .
KURTOSIS      -1.848     SKEWNESS       .363     RANGE          1.
MINIMUM        1.000     MAXIMUM       2.000     SUM           79.
C.V. PCT      35.189     .95 C.I.      1.278             TO     1.

VALID CASES       96     MISSING CASES    68
```

```
 16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76            PAGE 135

VAR063     POWER4
    CODE
           I
    1.00   **************************** (    28)
           I   A
           I
    2.00   ***** (     4)
           I   B
           I
       0   *************************************** (    39)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
           FREQUENCY

MEAN           1.125     STD ERR        .059     MEDIAN         1.071
MODE           1.000     STD DEV        .336     VARIANCE        .113
KURTOSIS       3.143     SKEWNESS      2.268     RANGE          1.000
MINIMUM        1.000     MAXIMUM       2.000     SUM           36.000
C.V. PCT      29.868     .95 C.I.      1.004             TO     1.246

VALID CASES       32     MISSING CASES    39
```

```
 16 AUG 76          FILE - G9151413 - CREATED 16 AUG 76            PAGE

VAR063     POWER4
    CODE
           I
    1.00   ************************************************ (     9
           I   A
           I
    2.00   ************** (    27)
           I   B
           I
       0   ** (     1)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.221     STD ERR        .038     MEDIAN         1.1
MODE           1.000     STD DEV        .417     VARIANCE        .1
KURTOSIS       -.197     SKEWNESS      1.343     RANGE          1.0
MINIMUM        1.000     MAXIMUM       2.000     SUM          149.0
C.V. PCT      34.131     .95 C.I.      1.147             TO     1.2

VALID CASES      122     MISSING CASES     1
```

```
16 AUG 76         FILE - COMBINED - CREATED 16 AUG 76         PAGE 145

VAR064    POWERS
   CODE
          I
     1.00 ******************** (    78)
          I  A
          I
     2.00 ********************************* (   131)
          I  B
          I
        0 *************************** (   109)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN          1.627     STD ERR       .034     MEDIAN       1.702
MODE          2.000     STD DEV       .485     VARIANCE      .235
KURTOSIS     -1.725     SKEWNESS     -.524     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        340.000
C.V. PCT     29.802     .95 C.I.     1.561          TO      1.693

VALID CASES     209     MISSING CASES  109
```

```
16 AUG 76         FILE - EXEC     - CREATED 16 AUG 76         PAGE 140

VAR064    POWERS
   CODE
          I
     1.00 ********** (    19)
          I  A
          I
     2.00 ******************* (    37)
          I  B
          I
        0 ********************************** (    68)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.661     STD ERR       .064     MEDIAN       1.743
MODE          2.000     STD DEV       .478     VARIANCE      .228
KURTOSIS     -1.539     SKEWNESS     -.679     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM         93.000
C.V. PCT     28.768     .95 C.I.     1.533          TO      1.789

VALID CASES      56     MISSING CASES   68
```

```
16 AUG 76         FILE - SUPER    - CREATED 16 AUG 76         PAGE 137

VAR064    POWERS
   CODE
          I
     1.00 ********** (    10)
          I  A
          I
     2.00 ********************* (    21)
          I  B
          I
        0 **************************************** (    40)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          1.677     STD ERR       .085     MEDIAN       1.762
MODE          2.000     STD DEV       .475     VARIANCE      .226
KURTOSIS     -1.424     SKEWNESS     -.759     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM         52.000
C.V. PCT     28.329     .95 C.I.     1.503          TO      1.852

VALID CASES      31     MISSING CASES   40
```

```
16 AUG 76         FILE - GS151413 - CREATED 16 AUG 76         PAGE 142

VAR064    POWERS
   CODE
          I
     1.00 ************************* (    49)
          I  A
          I
     2.00 ************************************* (    73)
          I  B
          I
        0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN          1.598     STD ERR       .045     MEDIAN       1.664
MODE          2.000     STD DEV       .492     VARIANCE      .242
KURTOSIS     -1.839     SKEWNESS     -.401     RANGE        1.000
MINIMUM       1.000     MAXIMUM      2.000     SUM        195.000
C.V. PCT     30.797     .95 C.I.     1.510          TO      1.687

VALID CASES     122     MISSING CASES    1
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 147

VAR065     POWER6
    CODE
           I
    1.00   ******************************** (    126)
           I  A
           I
    2.00   ********************* (     82)
           I  B
           I
       0   **************************** (    110)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        40        80       120       160       200
           FREQUENCY

MEAN           1.394      STD ERR         .034      MEDIAN          1.325
MODE           1.000      STD DEV         .490      VARIANCE         .240
KURTOSIS      -1.813      SKEWNESS        .433      RANGE           1.000
MINIMUM        1.000      MAXIMUM        2.000      SUM           290.000
C.V. PCT      35.135      .95 C.I.       1.327              TO      1.461

VALID CASES      208      MISSING CASES    110
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 14

VAR065     POWER6
    CODE
           I
    1.00   ******************** (     39)
           I  A
           I
    2.00   ********* (     17)
           I  B
           I
       0   ********************************** (     68)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.304      STD ERR         .062      MEDIAN          1.21
MODE           1.000      STD DEV         .464      VARIANCE         .21
KURTOSIS      -1.270      SKEWNESS        .854      RANGE           1.00
MINIMUM        1.000      MAXIMUM        2.000      SUM            73.00
C.V. PCT      35.592      .95 C.I.       1.179              TO      1.42

VALID CASES       56      MISSING CASES     68
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 139

VAR065     POWER6
    CODE
           I
    1.00   ***************** (     17)
           I  A
           I
    2.00   *************** (     15)
           I  B
           I
       0   *************************************** (     39)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
           FREQUENCY

MEAN           1.469      STD ERR         .090      MEDIAN          1.441
MODE           1.000      STD DEV         .507      VARIANCE         .257
KURTOSIS      -1.984      SKEWNESS        .129      RANGE           1.000
MINIMUM        1.000      MAXIMUM        2.000      SUM            47.000
C.V. PCT      34.520      .95 C.I.       1.286              TO      1.652

VALID CASES       32      MISSING CASES     39
```

```
16 AUG 76          FILE - 05151413 - CREATED 16 AUG 76          PAGE 144

VAR065     POWER6
    CODE
           I
    1.00   *********************************** (     70)
           I  A
           I
    2.00   ************************* (     50)
           I  B
           I
       0   *** (      3)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN           1.417      STD ERR         .045      MEDIAN          1.357
MODE           1.000      STD DEV         .495      VARIANCE         .245
KURTOSIS      -1.886      SKEWNESS        .338      RANGE           1.000
MINIMUM        1.000      MAXIMUM        2.000      SUM           170.000
C.V. PCT      34.946      .95 C.I.       1.327              TO      1.506

VALID CASES      120      MISSING CASES      3
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 149

AR066     POWER7
   CODE
          I
   1.00   ************************************** (   152)
          I  A
          I
   2.00   **************** (    58)
          I  B
          I
      0   *************************** (   108)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

EAN         1.276     STD ERR        .031     MEDIAN          1.191
ODE         1.000     STD DEV        .448     VARIANCE         .201
URTOSIS     -.998     SKEWNESS      1.001     RANGE           1.000
INIMUM      1.000     MAXIMUM       2.000     SUM           268.000
.V. PCT    35.119     .95 C.I.      1.215            TO       1.337

ALID CASES    210     MISSING CASES   108
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE [illegible]

VAR066     POWER7
    CODE
           I
    1.00   *********************** (    46)
           I  A
           I
    2.00   ****** (    10)
           I  B
           I
       0   ********************************** (    68)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN         1.179     STD ERR        .052     MEDIAN          1.109
MODE         1.000     STD DEV        .386     VARIANCE         .149
KURTOSIS      .817     SKEWNESS      1.679     RANGE           1.000
MINIMUM      1.000     MAXIMUM       2.000     SUM            66.000
C.V. PCT    32.790     .95 C.I.      1.075            TO       1.282

VALID CASES     56     MISSING CASES    68
```

```
6 AUG 76          FILE - SUPEW   - CREATED 16 AUG 76          PAGE 141

AR066     POWER7
   CODE
          I
   1.00   ************************ (    24)
          I  A
          I
   2.00   ********* (     8)
          I  B
          I
      0   *************************************** (    39)
MISSING)  I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

EAN         1.250     STD ERR        .078     MEDIAN          1.167
ODE         1.000     STD DEV        .440     VARIANCE         .194
URTOSIS     -.667     SKEWNESS      1.155     RANGE           1.000
INIMUM      1.000     MAXIMUM       2.000     SUM            40.000
.V. PCT    35.195     .95 C.I.      1.091            TO       1.409

ALID CASES     32     MISSING CASES    39
```

```
16 AUG 76          FILE - GS151413 - CREATED 16 AUG 76          PAGE 146

VAR066     POWER7
    CODE
           I
    1.00   ***************************************** (    82)
           I  A
           I
    2.00   ******************** (    40)
           I  B
           I
       0   ** (     1)
(MISSING)  I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
           FREQUENCY

MEAN         1.328     STD ERR        .043     MEDIAN          1.244
MODE         1.000     STD DEV        .471     VARIANCE         .222
KURTOSIS    -1.462     SKEWNESS       .733     RANGE           1.000
MINIMUM      1.000     MAXIMUM       2.000     SUM           162.000
C.V. PCT    35.498     .95 C.I.      1.243            TO       1.412

VALID CASES    122     MISSING CASES     1
```

```
16 AUG 76          FILE - COMBINED - CREATED 16 AUG 76          PAGE 151

VAR067     POWERS
    CODE
          I
     1.00 **************************** (    112)
          I  A
          I
     2.00 ************************ (     97)
          I  B
          I
        0 *************************** (    109)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY

MEAN            1.464     STD ERR        .035     MEDIAN          1.433
MODE            1.000     STD DEV        .500     VARIANCE         .250
KURTOSIS       -1.979     SKEWNESS       .144     RANGE           1.000
MINIMUM         1.000     MAXIMUM       2.000     SUM           306.000
C.V. PCT       34.144     .95 C.I.      1.396           TO        1.532

VALID CASES      209      MISSING CASES   109
```

```
16 AUG 76          FILE - EXEC     - CREATED 16 AUG 76          PAGE 146

VAR067     POWERS
    CODE
          I
     1.00 *************** (     29)
          I  A
          I
     2.00 ************* (     26)
          I  B
          I
        0 *********************************** (     69)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            1.473     STD ERR        .068     MEDIAN          1.448
MODE            1.000     STD DEV        .504     VARIANCE         .254
KURTOSIS       -1.988     SKEWNESS       .109     RANGE           1.000
MINIMUM         1.000     MAXIMUM       2.000     SUM            81.000
C.V. PCT       34.213     .95 C.I.      1.337           TO        1.609

VALID CASES       55      MISSING CASES    69
```

```
16 AUG 76          FILE - SUPER    - CREATED 16 AUG 76          PAGE 143

VAR067     POWERS
    CODE
          I
     1.00 ****************** (     18)
          I  A
          I
     2.00 ************** (     14)
          I  B
          I
        0 *************************************** (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN            1.438     STD ERR        .089     MEDIAN          1.389
MODE            1.000     STD DEV        .504     VARIANCE         .254
KURTOSIS       -1.937     SKEWNESS       .252     RANGE           1.000
MINIMUM         1.000     MAXIMUM       2.000     SUM            46.000
C.V. PCT       35.062     .95 C.I.      1.256           TO        1.619

VALID CASES       32      MISSING CASES    39
```

```
16 AUG 76          FILE - 09151415 - CREATED 16 AUG 76          PAGE 14

VAR067     POWERS
    CODE
          I
     1.00 ********************************* (     65)
          I  A
          I
     2.00 ***************************** (     57)
          I  B
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY

MEAN            1.467     STD ERR        .045     MEDIAN          1.438
MODE            1.000     STD DEV        .501     VARIANCE         .251
KURTOSIS       -1.983     SKEWNESS       .131     RANGE           1.000
MINIMUM         1.000     MAXIMUM       2.000     SUM           179.000
C.V. PCT       34.149     .95 C.I.      1.377           TO        1.557

VALID CASES      122      MISSING CASES     1
```

APPENDIX F

This appendix depicts the results of analysis on each question. The analysis utilized either the χ^2 non-parametric test of significant difference in responses or the parametric "t" test for situations requiring its use. Section one displays the results of comparisons of the responses of one sub-population against another to determine whether the responses, in fact, were statistically different (at the 95% level of confidence). Section two displays the results of the comparison of the individual questions to what was expected based upon the authors interpretation of the management literature. Section three describes in one table how the questions were grouped with respect to each capacity indicator.

SECTION IA

This section describes the results of the analysis of questions 60-68 (61 is a null question). A "t" test was performed for comparison since only two responses were possible: Either a power oriented response or non-power oriented response. The results of this comparison are shown in Table F-1 with the following definitions applicable:

VARIABLE = Question number from test instrument
DF = Degrees of Freedom computed
DIFF = Indicates whether responses are statistically different
"t" = t value computed for comparison of two populations indicated

For the purposes of summarizing the power responses to achieve a cumulative measure for the power indicator the following was performed:

A. The responses to the questions were summed with respect to the total number of power-oriented responses per instrument.

B. This total per instrument was then displayed in the following Table (Table F-2).

C. The data was summarized into groups of 0-2 power responses, 3-4 power responses, and 5-7 power responses.

D. Chi-Square analysis was then performed with the results shown in Table 3 of the report.

TABLE F-1

COMPARISON OF INDIVIDUAL QUESTIONS

60 THROUGH 67 BY POPULATION

VARIABLE	EXEC/SUPER "t"	DF	DIFF	EXEC/GS 15/14/13 "t"	DF	DIFF	SUPER/GS 15/14/13 "t"	DF	DIFF
060 Power 1	1.865	86	No	.424	175	No	-1.745	151	No
062 Power 3	-1.335	84	No	-.659	173	No	.946	151	No
063 Power 4	2.900	86	Yes	2.655	176	Yes	1.203	152	No
064 Power 5	-.015	84	No	.801	176	No	.804	151	No
065 Power 6	-1.542	86	No	-1.439	174	No	.524	150	No
066 Power 7	-.702	86	No	2.068	176	Yes	-.844	152	No
067 Power 8	.313	86	No	.074	176	No	-.291	152	No

TABLE F-2

CUMULATIVE POWER RESPONSES BY POPULATION

POWER RESPONSES	EXEC	SUPER	GS 15/14/13	ALL
0	1	0	5	6
1	1	8	9	18
2	7	3	21	31
3	12	8	30	50
4	14	4	25	43
5	15	7	20	42
6	5	1	12	18
7	2	1	0	3
TOTAL	57	32	122	211

SECTION IB

This section describes the results of the Chi-Square analysis of questions 3 through 59 to determine how the responses of one population compare with another. The results are displayed in Table F-3 with the following definitions applying:

VARIABLE = Question number from test instrument

χ^2 = Chi-Square value computed for two populations indicated

DF = Degrees of Freedom computed

SIG = Level of significance of the test; .05 corresponds to a 95% confidence in the responses being different

DIFF = Indicates whether responses are statistically different

TABLE F-3
COMPARISON OF INDIVIDUAL QUESTIONS
3 THROUGH 59 BY POPULATION

VARIABLE	EXEC/SUPER χ^2	DF	SIG	EXEC/GS 15,14,13 χ^2	DF	SIG	SUPER/GS 15,14,13 χ^2	DF	SIG
003 Location	41.71	11	.0000	46.82	11	.0000	9.12	8	.3322
004 Age	51.28	35	.0375	94.07	39	.0000	42.40	34	.1528
005 Sex	.05	1	.8284	0.00	1	1.0000	.00	1	.9954
006 Height	13.87	18	.7376	23.01	22	.4011	22.20	20	.3299
007 Weight	43.42	45	.5390	54.25	56	.5414	65.89	51	.0784
008 Race	5.87	4	.2094	4.15	3	.2461	3.64	4	.4577
009 Time With Present Organization	61.46	44	.0419	69.87	46	.0131	63.37	38	.0060
010 Last Level Education	30.01	7	.0001	32.65	7	.0000	25.48	7	.0006
011 Major	15.12	6	.0193	43.76	6	.0000	17.61	4	.0015
012 Marital Status	8.31	3	.0400	7.63	3	.0543	10.53	4	.0323
013 Times Married	5.32	2	.0699	6.29	2	.0431	0.61	2	.7374
141 Son	3.76	5	.5849	1.77	5	.8794	7.21	5	.2058
142 Daughter	11.55	5	.0415	4.86	4	.3022	8.11	4	.0875
143 None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
015 Spouses Education	18.67	9	.0281	38.07	10	.0000	22.16	10	.0143
016 Different Organizations Employeed	24.26	10	.0069	34.92	13	.0009	18.08	14	.2030
017 Long Time Any Organization	43.83	42	.3938	67.67	44	.0124	41.80	33	.1400
018 Religion	27.16	9	.0013	65.87	9	.0000	52.79	9	.0000
019 Changed Religion	0.61	2	.7382	4.95	2	.0843	1.52	1	.2171
020 Times Changed	2.25	2	.3242	2.96	3	.3973	1.06	2	.5898
021 Father Occupation	12.16	4	.0162	33.73	4	.0000	9.12	4	.0581
022 Citizen	1.51	1	.2186	3.17	1	.0751	N/A	N/A	N/A

COMPARISON OF INDIVIDUAL QUESTIONS
3 THROUGH 59 BY POPULATION

	EXEC/SUPER			EXEC/GS 15,14,13			SUPER/GS 15,14,13		
VARIABLE	χ^2	DF	SIG	χ^2	DF	SIG	χ^2	DF	SIG
023 Organizations Member of	28.23	4	.0000	81.96	4	.0000	16.05	4	.0030
024 New Friends	13.48	4	.0091	15.63	4	.0036	3.75	4	.4403
025 People Seen Daily	2.73	4	.6034	2.72	4	.6055	3.05	4	.5492
026 Making Important Decisions	14.67	4	.0054	37.80	4	.0000	8.84	4	.0653
027 Work Related Decisions	12.22	4	.0158	14.97	4	.0048	6.01	4	.1918
028 Work Related Information	9.46	4	.0505	15.32	4	.0041	3.49	4	.4799
029 Original Idea	6.18	4	.1865	16.72	4	.0022	5.14	4	.2736
030 Rely on Initial Information	5.12	4	.2756	14.49	4	.0059	1.25	4	.8707
031 Hear About New Idea	2.79	4	.5937	4.49	4	.3444	3.13	3	.3723
032 Information Concerning Important Decision	0.98	3	.8064	1.61	3	.6583	0.79	3	.8522
033 Number of Journals	3.54	4	.4721	31.80	4	.0000	10.26	4	.0363
034 Salary Range	132.08	8	.0000	163.50	8	.0000	32.85	2	.0000
035 Lesser Salary	14.57	1	.0001	18.52	1	.0000	0.00	1	.9968
036 How Much	33.50	9	.0001	71.82	9	.0000	9.15	7	.2421
037 Why Not	2.25	4	.6900	3.95	4	.4125	0.84	4	.9336
038 Times to do Work	5.71	4	.2217	7.05	4	.1334	2.48	4	.6483
039 Time Spend at Work	16.41	4	.0025	28.44	4	.0000	2.31	4	.6789
040 Work Routine	3.19	3	.3626	2.99	3	.3934	0.85	3	.8365
041 Policy Accepted	4.64	4	.3529	3.69	4	.4494	1.18	4	.8813
042 Decision Maker	9.58	4	.0481	21.21	4	.0003	4.83	4	.3052
043 Maverick	6.39	4	.1717	1.93	4	.7478	5.04	4	.2836
044 Function at New Level	7.65	4	.1052	3.22	4	.5224	5.60	4	.2315

TABLE F-3
COMPARISON OF INDIVIDUAL QUESTIONS 3 THROUGH 59 BY POPULATION

	EXEC/SUPER			EXEC/GS 15,14,13			SUPER/GS 15,14,13		
VARIABLE	χ^2	DF	SIG	χ^2	DF	SIG	χ^2	DF	SIG
045 Family Relations	0.09	4	.9991	6.83	4	.1452	5.85	4	.2104
046 Position You Do Not Want	17.38	4	.0016	17.43	3	.0006	7.35	4	.1185
047 Accepted Employment	13.24	4	.0102	18.85	4	.0008	16.27	4	.0027
048 Vacation	9.13	4	.0580	20.51	4	.0004	3.19	3	.3637
049 Health	1.93	4	.7491	2.66	4	.6161	1.98	3	.5765
050 Terminate Friend	N/A	N/A	N/A	1.93	3	.5876	1.09	3	.7804
051 Conflict Situation	10.27	3	.0164	3.00	4	.5577	7.57	4	.1087
052 Board Advice	10.83	4	.0286	6.52	4	.1638	5.49	4	.2403
053 Advise Friend	4.38	3	.2230	7.52	4	.1110	5.90	4	.2066
054 New Product Expansion	1.22	4	.8743	7.50	4	.1117	6.68	4	.1541
055 Tight Time	7.79	4	.0995	10.03	4	.0400	4.50	2	.1056
056 Decisions Without Facts	8.59	4	.0723	4.16	4	.3850	7.32	4	.1199
057 New Building Material	2.70	4	.6093	4.37	4	.3581	2.79	3	.4251
058 Key People Conflict	1.08	3	.7823	6.87	4	.1430	2.81	4	.5899
059 CEO Position	4.48	3	.2144	4.59	4	.3319	3.12	4	.5372

SECTION II

This section describes the analysis of all questions with respect to the expected responses based upon the authors interpretation of the management literature. Table F-4 displays the results of this analysis with the following definitions applying:

VARIABLE = Question number from test instrument

χ^2 = Chi-Square value computed for the comparison of observed responses and expected responses based upon literature

"t" = t values computed for the comparison of observed to expected responses

DF = Degrees of Freedom computed

DIFF = Indicates whether observed responses are significantly different than expected

The expected responses based upon interpretation of the literature are shown in Table F-5. Questions 23-49 expected responses are from the Leshko and Vosseteig (1975) research and questions 50-68 are based upon the authors' interpretation of the literature.

TABLE F-4
COMPARISON OF INDIVIDUAL QUESTION RESPONSES TO MANAGEMENT LITERATURE BY POPULATION

	ALL			EXEC			SUPER			GS 15/14/13		
VARIABLE	χ^2	DF	DIFF	χ^2	DF	DIFF	χ^2	DF	DIFF	χ^2	DF	DIFF
023 Original Member of	113.37	4	Yes	10.72	4	Yes	13.50	3	Yes	225.55	4	Yes
024 New Friends	138.91	3	Yes	22.36	3	Yes	39.27	2	Yes	108.32	3	Yes
025 People Seen Daily	20.15	4	Yes	10.01	4	Yes	2.11	3	No	12.27	4	Yes
026 Making Important Decisions	387.16	3	Yes	188.97	3	Yes	52.60	2	Yes	107.29	3	Yes
027 Work Related Development	48.52	4	Yes	4.25	3	No	15.69	2	Yes	44.69	3	Yes
028 Work Related Information	498.07	4	Yes	171.01	3	Yes	90.01	3	Yes	209.90	3	Yes
029 Original Idea	101.28	4	Yes	12.92	3	Yes	23.84	3	Yes	88.48	3	Yes
030 Rely On Initial Information	32.21	3	Yes	21.01	3	Yes	2.72	2	No	15.49	3	Yes
031 Hear About New Idea	53.53	4	Yes	23.95	3	Yes	5.50	3	No	28.67	3	Yes
032 Information Concerning Important Decision	92.46	3	Yes	39.13	3	Yes	15.23	2	Yes	30.31	2	Yes
033 Number of Journals	191.74	3	Yes	12.13	3	Yes	19.08	2	Yes	232.70	3	Yes
037 Why Not	39.53	4	Yes	11.62	2	Yes	6.70	2	Yes	22.46	3	Yes
038 Time To Do Work	515.10	4	Yes	82.35	3	Yes	10.82	2	Yes	136.18	3	Yes
039 Time You Spend	172.02	4	Yes	29.31	3	Yes	57.70	2	Yes	112.81	3	Yes
040 Work Routine	14.21	2	Yes	1.80	2	No	3.39	1	No	9.02	2	Yes
041 Policy is Accepted	23.35	4	Yes	12.60	4	Yes	7.73	3	No	7.85	4	No
042 Decision Maker	33.12	4	Yes	8.68	4	No	14.59	3	Yes	30.94	4	Yes
043 Maverick	54.13	3	Yes	34.39	3	Yes	7.70	2	Yes	19.08	3	Yes
044 Function at New Level	202.10	4	Yes	82.54	3	Yes	29.25	3	Yes	106.11	4	Yes
045 Family Relations	11.52	4	Yes	8.22	4	No	4.92	3	No	8.14	4	No
046 Position You Don't Want	86.83	4	Yes	74.94	3	Yes	9.85	2	Yes	17.30	3	Yes

COMPARISON OF INDIVIDUAL QUESTION RESPONSES TO MANAGEMENT LITERATURE BY POPULATION

	ALL			EXEC			SUPER			GS 15/14/13		
VARIABLE	χ^2	DF	DIFF	χ^2	DF	DIFF	χ^2	DF	DIFF	χ^2	DF	DIFF
047 Accepted Employee	113.83	4	Yes	14.49	4	Yes	40.86	3	Yes	79.77	4	Yes
048 Vacation	93.05	4	Yes	28.59	4	Yes	20.55	3	Yes	54.01	3	Yes
049 Health	30.00	4	Yes	10.55	4	Yes	6.94	3	No	2.83	3	No
050 Terminate Friend	116.73	4	Yes	34.94	2	Yes	19.61	2	Yes	62.61	3	Yes
051 Conflict Situation	57.06	3	Yes	1.81	2	No	13.43	2	Yes	27.65	3	Yes
052 Board Advice	353.35	3	Yes	108.72	2	Yes	16.82	2	Yes	213.56	3	Yes
053 Advise Friend	44.66	4	Yes	9.82	3	Yes	0.85	2	No	23.49	3	Yes
054 New Product Experiment	42.69	3	Yes	14.96	3	Yes	0.30	1	No	14.20	3	Yes
055 Tight Time	201.58	3	Yes	40.43	3	Yes	43.82	3	Yes	126.34	3	Yes
056 Decision Without Facts	43.78	4	Yes	18.62	2	Yes	0.09	2	No	32.75	3	Yes
057 New Building Material	134.43	3	Yes	44.88	2	Yes	10.67	1	Yes	76.27	2	Yes
058 Key People Conflict	27.93	4	Yes	14.52	3	Yes	0.65	2	No	14.86	3	Yes
059 CEO Position	166.38	4	Yes	43.15	3	Yes	8.32	2	Yes	113.37	3	Yes

	ALL			EXEC			SUPER			GS 15/14/13		
VARIABLE	"t"	DF	DIFF	"t"	DF	DIFF	"t"	DF	DIFF	"t"	DF	DIFF
060 Power 1	-9.516	416	Yes	-5.360	263	Yes	-6.467	239	Yes	-7.749	328	Yes
062 Power 3	.531	412	No	-0.304	259	No	1.168	237	No	.458	326	No
063 Power 4	-9.585	418	Yes	-3.772	264	Yes	-6.468	240	Yes	-8.988	330	Yes
064 Power 5	-1.138	416	Yes	-0.269	263	No	-0.033	238	No	-1.511	329	No
065 Power 6	1.469	414	Yes	-0.204	262	No	1.467	238	No	1.622	326	No
066 Power 7	-0.913	418	Yes	-1.845	264	No	-0.703	240	No	0.137	330	No
067 Power 8	-4.565	416	No	-2.897	263	Yes	-2.707	240	Yes	-3.897	329	Yes

TABLE F-5
LITERATURE EXPECTED RESPONSES
BY
APPLICABLE QUESTION NUMBER

Question 23

R	L.E.%
A	5
B	33
C	30
D	17
E	15

Question 24

R	L.E.%
A	1
B	4
C	20
D	35
E	40

Question 25

R	L.E.%
A	6
B	31
C	35
D	13
E	15

Question 26

R	L.E.%
A	20
B	65
C	5
D+E	10

Question 27

R	L.E.%
A	35
B	32
C	28
D	3
E	2

Question 28

R	L.E.%
A	10
B	8
C	50
D	30
E	2

Question 29

R	L.E.%
A	2
B	8
C	25
D	35
E	30

Question 30

R	L.E.%
A	4
B	1
C	40
D	35
E	20

Question 31

R	L.E.%
A	10
B	8
C	50
D	30
E	2

Question 32

R	L.E.%
A+D	3
B	45
C	12
E	40

Question 33

R	L.E.%
A	1
B	5
C	24
D	30
E	40

Question 37

R	L.E.%
A	5
B	30
C	45
D	10
E	10

Question 38

R	L.E.%
A	27
B	45
C	23
D	3
E	2

Question 39

R	L.E.%
A	20
B	35
C	2
D	40
E	3

Question 40

R	L.E.%
A	60
B	33
C+D+E	7

Question 41

R	L.E.%
A	5
B	30
C	50
D	10
E	5

Question 42

R	L.E.%
A	10
B	5
C	60
D	5
E	20

Question 43

R	L.E.%
A+E	5
B	10
C	50
D	35

Question 44

R	L.E.%
A	5
B	5
C	25
D	55
E	10

Question 45

R	L.E.%
A	40
B	20
C	25
D	5
E	10

Question 46

R	L.E.%
A	5
B	2
C	53
D	30
E	10

Question 47

R	L.E.%
A	15
B	15
C	45
D	20
E	5

Question 48

R	L.E.%
A	10
B	20
C	30
D	35
E	5

Question 49

R	L.E.%
A	5
B	55
C	20
D	10
E	10

Question 50

R	L.E.%
A	20
B	4
C	3
D	11
E	62

Question 51

R	L.E.%
A	26
B	2
C	38
D	4
E	30

Question 52

R	L.E.%
A	30
B	49
C	15
D	5
E	1

Question 53

R	L.E.%
A	14
B	15
C	26
D	42
E	3

Question 54

R	L.E.%
A	7
B	5
C	1
D	61
E	26

Question 55

R	L.E.%
A	20
B	26
C	2
D	20
E	32

Question 56

R	L.E.%
A	3
B	4
C	15
D	49
E	29

Question 57

R	L.E.%
A	55
B	32
C	9
D	1
E	3

Question 58

R	L.E.%
A	11
B	4
C	38
D	9
E	38

Question 59

R	L.E.%
A	20
B	4
C	15
D	12
E	49

Question 60

R	L.E.%
A	32
B	68

Question 62

R	L.E.%
A	68
B	32

Question 63

R	L.E.%
A	32
B	68

Question 64

R	L.E.%
A	32
B	68

Question 65

R	L.E.%
A	68
B	32

Question 66

R	L.E.%
A	68
B	32

Question 67

R	L.E.%
A	32
B	68

SECTION III

The following table describes the grouping of questions and their responses in the measurement of each capacity indicator.

TABLE F-6

CAPACITY INDICATOR MEASUREMENT
BY QUESTION NUMBER

Capacity Indicator	Question Numbers
Decision Making Capability	26, 41, 42, 43, 44
Innovativeness	27, 28, 29, 30, 31
Ability to Manage Time	38, 39, 40
Communicative Ability	23, 24, 25, 32, 33
Mobility	9, 16, 17, 19, 20, 21, 47
Psyche, Ego, Status	34, 35, 36, 37, 46
Health	49
Job Security	48
Rewarding Family and Social Life	12, 13, 45
Misc/Biographical	3, 4, 5, 6, 7, 8, 10, 11, 14, 15, 18, 22
Ability Under Stress	50, 55, 59
Reaction to Conflict	51, 52, 58
Courage to Commit Resources	53, 54, 57
Intuition	56
Desire for Power	60, 62, 63, 64, 65, 66, 67

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